110th Session of the International Labour Conference, 2022

Transcript of the discussion of the Reports of the Director-General and the Chairpersons of the Governing Body

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Monday, 6 June 2022

Ms Renate Hornung-Draus

Employer (Germany)

Thank you very much, Chair, for inviting the Employers' group to intervene on the two reports of the Director-General, one on the least developed countries and the second one on the occupied Arab territories. Both topics are very important for the Employers' group. Dear colleagues, distinguished delegates, the Director-General's report on the least developed countries aims to give important background, presenting the challenges in their labour markets, explaining the need for structural reforms, outlining the ILO strategy and actions, and finally, raising awareness and the need for national ownership, international solidarity and policy coherence. These are important reasons to focus on the least developed countries. One of them is that the labour market conditions which prevail in least developed countries and which are set out in the report have constituted for far too long a particular challenge for the ILO and its constituents as well as for the international community. Another one is that, as a consequence of the pandemic, in low-middle-income countries and low-income countries, including several least developed countries, permanent business closures may have reached 30%. This is leading to a huge loss in employment and even more poverty. We have a responsibility to act and show solidarity now more than ever. Around 880 million people, which is 12% of the world population, live in least developed countries but they only contribute some 1.3% towards global production. Problems with weak productivity, high informality and insufficient skills development are predominant challenges in these countries. They are key priorities for employers, not as an end in itself but precisely to improve people's livelihoods and economic and social progress. The ILO will never reach its objective of leaving no one behind without fully addressing the interconnection between these areas and pursuing activities to improve them, especially in the least developed countries. The Employers' group acknowledges the need for a structural transformation that involves improving the productive capacities, institutional arrangements and governance as a precondition for lasting and sustainable development in the least developed countries, as explained in the report. And the employers fully agree that addressing in isolation these different characteristics of the least developed countries is unlikely to bring lasting and comprehensive progress. As stated in the report, since 1971 around half of the current least developed countries have failed to achieve per capita gross domestic product growth at the same pace as the average world per capita GDP growth. Sixteen countries have roughly kept pace and only seven have reduced their gap with an average world per capita GDP growth. Ladies and gentlemen, dear delegates, when we look at the solutions that may be important and the advice that could be given by the International Labour Organization, it is the Centenary Declaration which was adopted in 2019 by this International Labour Conference which is the appropriate guidance and basis. The least developed countries have a strong potential for sustainable social and economic success and for developing globally competitive markets. Achieving that potential requires a commitment to prioritizing sustainable growth, expanding opportunities and pursuing development paths based on social dialogue with strong and representative employer and worker organizations. In other words, with the social partners. There must be national and societal ownership of the development process, and the local cultural, historical and social realities need to be respected. This is why the Social Justice Declaration of 2008 with its two-way direction, top-down but also bottom-up, is so important. Private enterprise is a central

component of sustainable economic and social progress. When the framework conditions set by the state are appropriate, its capacity to mobilize people and resources to create productive employment and decent work can benefit all societies. Least developed countries need to support in particular small and medium-sized businesses and local entrepreneurship by ensuring a better enabling environment for businesses to flourish and to move out of informality. Weak institutions, unrealistic regulations and corruption undermine their capacity to grow and to move out of informality. It is only by creating an appropriate regulatory framework that job creation and decent work can be achieved. This is the best way not only to reduce poverty but also to bring financial sustainability to the social protection systems of the least developed countries. Gender equality is also a major challenge in least developed countries. As stated in the report, women are over-represented in the types of work associated with poverty-level incomes, particularly in agriculture and in the informal sector. However, the analysis falls short of identifying and addressing the concrete problems that need to be solved in order to improve opportunities for women in the least developed countries. It would be very important in future work of the ILO to highlight, with key data and evidence, the key obstacles for these women on the labour market and how it is possible to overcome these obstacles and how this would impact positively on economic growth and employment creation. Dear colleagues, distinguished delegates, reducing informality, which represented 89% of employment in least developed countries before the COVID-19 crisis, increasing productivity and investing in infrastructure, connectivity and skills development must be at the core of the policies for the least developed countries' sustainable development. The ILO must better support the least developed countries in implementing an enabling environment for productivity growth of private enterprises and to develop a comprehensive and coherent strategy to promote this productivity growth. This is a challenge for the years to come, an office-wide coherent strategy to promote productivity growth. Moreover, the ILO should support the least developed countries in their investments and education and training programmes to build local science, technology, engineering and mathematical skills. For this purpose, cooperation and partnerships are crucial. These partnerships can also be instrumental for creating the appropriate conditions for least developed countries to achieve the energy transition. Improving access to finance, financing support and technology transfer from developed countries and the affordability of financing schemes are key elements for a successful transition of least developed countries and for accelerating progress in sustainable infrastructure and energy production. In essence, the ILO must extend its presence in least developed countries to leave no one behind. According to the report, the ILO currently has Decent Work Country Programmes in only 18 least developed countries. Given the important challenges least developed countries face, elaborating and implementing Decent Work Country Programmes, in consultation with the representative employer and worker organizations, for each of them should be a priority for the years to come. International development assistance must fully benefit recipient countries and support investment opportunities in least developed countries' economies. But let us not forget that this assistance in part should be directed at creating a stable and safe enabling business environment to promote job creation. The international community needs to engage in information sharing to ensure that development assistance is targeted appropriately and to ensure that redundancies are avoided. We have a responsibility and must show solidarity now more than ever. Let me also mention in this regard that in March 2023, during the Fifth UN Conference on the Least Developed Countries in Doha, the IOE will be coordinating a three-day private sector forum that will promote participation and investment in the least developed countries to support their sustainable development. This event by the

International Organisation of Employers will be a good opportunity to enhance the dialogue between employer and business membership organizations from least developed countries with international organizations and potential investors. The IOE is preparing a comprehensive review of the business environment in least developed countries with an IOE member organization, with concrete recommendations that will become specific action. This will be presented to the Heads of State of the LDC5 meeting. We hope that the ILO will also be able to use it as a contribution for the work in the field in the coming years. Dear Colleagues, regarding the occupied Arab States report, the Employers' group acknowledges that the situation is dramatic and in a hugely complex part of the world, both politically and on the labour market. We very much regret, and I have had the occasion to say this last week, that the situation has not improved. The findings of the 2022 Report of the Director-General to the International Labour Conference on the occupied Arab territories are in too many ways similar to the ones of the 2021 report. With shrinking public resources, the jobs of the future will have to be generated by the private sector both in Gaza and the West Bank. However, the private sector's potential remains untapped with the current constraints of the overall investment climate and restrictions imposed by the occupation. Against the backdrop of a deteriorating economy, Palestinians from the West Bank cross over to Israel or look for jobs in construction sites, restaurants and fields in Israeli settlements in the Occupied Palestinian Territories. Young women in particular face multiple barriers to participating in the labour market. Women remain severely underrepresented in the public sectors and also in the private sector. Small and medium-sized enterprises struggle to meet their obligations and are at high risk of suspending wages and terminating employment. The Employers' group will request more information from the ILO on whether its Jobs for Peace and Resilience flagship programme has helped guide a strategic approach for more peaceful and resilient societies through employment, decent work and social dialogue. We keep insisting that it is critical to have an enabling environment for business to operate and grow where possible and where an opportunity presents itself. The Employers' group recognizes that the various ILO interventions have substantially supported consultative processes, review processes and studies, and we thank the Director-General for his efforts in this regard. We encourage ILO interventions to focus on implementing the adopted national employment strategy, emphasizing the measures to create an environment more conducive to enterprise development and job creation. We also urge the ILO to pursue initiatives that contribute to improving governance and accountability of the Palestinian Authority and, as such, to State formation, including renewing efforts on social security reform for private-sector workers. Employers have called on the ILO to provide more capacity-building for social partners in the occupied Arab States. With the help of development partners, for instance on upskilling and digitization to help tap into international markets and harness entrepreneurial and human and social skills, more training would add significant value. The Employers' group continues to welcome the work currently being done by the ILO with various UN agencies, including analysing data together with the Palestinian Centre Bureau of Statistics on labour surveys. There is also added value in sharing information with the UN Resident Coordinators to strengthen the ILO's role as the lead agency for employment and social issues. Once again, on behalf of employers, I would like to express my solidarity with the men, women and children of Palestine and the other occupied Arab territories, and we sincerely hope to contribute to a much-improved situation in the next Report of the Director-General on this subject. Chair, ladies and gentlemen, thank you very much.

Ms Catelene Passchier

Worker (Netherlands)

President and Vice-Presidents of the Conference, Secretary-General, distinguished delegates, ladies and gentlemen. At this critical moment in time, and acknowledging that this is the last Labour Conference with the current Director-General, I thank him and the Office for preparing an excellent background note that focuses our attention on the least developed countries. Quite frankly, we have no other choice. Around 60 armed conflicts are costing millions of lives. The war in Ukraine, in addition to being a humanitarian disaster and a threat to the multilateral system, is disrupting supply chains and further pushing up prices while wages and social benefits are not following. The inequality gap, which was already at a critical point in pre-COVID days, has further widened. The pandemic has destroyed 255 million jobs, and post-pandemic job recreation is stagnating. We now have the terrifying prospect of 860 million people living in extreme poverty by the end of this year, 250 million more than last year, and around 827 million people are expected to be malnourished in 2022. Let me remind all of us of the powerful words in the Philadelphia Declaration: poverty anywhere is a danger to prosperity everywhere. At national level, we have a moral duty and a legal obligation to protect the human, social and economic rights of those who are hit the hardest and those who are most vulnerable. At global level, we must increase our support for the least developed countries. The Workers' group welcomes the leadership of Qatar in offering to host the 2023 UN Conference on the Least Developed Countries. It creates a timely opportunity to shape more effective global support. Indeed, with Qatar being elected to the position of one of the vice-presidents to our conference this year, we hope that the conclusions of this week's discussion will inspire the Doha conference agenda for 2023 on key social and labour issues. Unfortunately, the numbers in the report outlining the triple crisis we are facing are chilling and cannot be ignored. A human catastrophe is imminent if we do not act decisively. The challenges outlined in the report are many and not new. There is insufficient attention for addressing climate change and structural underdevelopment in rural areas, for tackling informality, the severe deficits in social protection, gender and other forms of discrimination, and for investment in and support for the real economy. But while we can all point at deficits and weaknesses, we must also admire the resilience of people in the least developed countries and recognize that empowerment of local actors with respect for their human dignity as well as a rights-based approach, providing them with genuine support and tools to contribute to their own development plans are key factors for achieving the necessary change. The required structural transformation suggested in the DG's report and referenced in the Doha Programme of Action should indeed prioritize economic diversification and address institutional and capacity constraints. But that is not enough. Workers have been demanding a structural transformation in line with the UN Secretary-General's 'Our Common Agenda' by the name of a new social contract, not only in developing countries but equally in developed countries that currently continue to fuel inequality across the world. For structural transformation in least developed countries we will need structural change in developed countries as well. We have the following recommendations. The key to building resilience is facilitating massive decent work creation in the least developed countries. We need investment in decent, climate-friendly jobs. And there are opportunities in sustainable infrastructure, energy transition, transport and agriculture as well as in care. Formalization and investment in quality jobs in the care economy will reduce the burden of care on women and facilitate their participation in the labour market, contributing to resilient healthcare

systems and the creation of fiscal space for governments. This is coherent with the Doha action plan for the LDCs. It includes commitments to full employment and recognizes the need for investment in the care economy, skills and lifelong learning. As a vehicle for implementation, we welcome the references in the report to the UN Global Accelerator on Jobs and Social Protection, which sets out a target to create at least 400 million jobs by 2030, primarily in the green and the care economy. We also appreciate the focus in the report and the Doha Programme of Action on national ownership. Indeed, the right to self-determination must be respected, both at international level when governments engage in partnership but also at national level in social partner engagement. Freedom of association and the right to collective bargaining, including in the informal economy, are fundamental principles and rights that allow labour markets to take shape in response to local realities, needs and opportunities with full participation of all relevant actors. Too often these rights are denied to workers with the false and very worrying argument that affording these rights would hinder the economic development and competitive advantage of the country. We cannot but emphasize that a conducive regulatory environment that promotes freedom of association and collective bargaining is critical for success. Ladies and gentlemen, in these critical times we need to focus on what can make a real difference in people's lives. The ILO Constitution of 1919 recognizes the need to provide all workers with an adequate living wage to "prevent injustice, hardship and privation so great that it could imperil the peace and harmony of the world." The Philadelphia Declaration instructed the ILO to "further among the nations of the world programmes which will achieve, among others, a minimum living wage to all employed and an extension of social protection to provide for a basic income to all in need of such protection." And these are the words used in the Philadelphia Declaration. We now need to put these two issues with vigour back on the table of the ILO and its tripartite constituents. And they are interconnected. Workers need first and foremost to receive a genuine living wage for their work. We cannot accept that millions of workers, and not only in least developed countries, after a long day's work bring home a wage which is not even sufficient to feed and provide shelter to themselves and their families. Providing parents with a living wage is also a key step to reduce child labour, which is on the rise again for the first time in decades. Established through statutory processes or collective bargaining, living wages can form a solid basis for local demand and a resilient economy that can absorb shocks and respond effectively to changing circumstances, as clearly demonstrated during the COVID-19 pandemic. Transnational social dialogue structures in multinational enterprises can play an important role in this respect, especially where local wages and working conditions are heavily impacted by global supply chains. Adequate social protection has also demonstrated its critical importance to protect people from falling into poverty during the pandemic. It must therefore be at the centre of structural transformations in LDCs where a majority of workers lack any protection whatsoever, and this must include extending social protection to the informal economy. Now is the time to operationalize a global fund for social protection. This will allow LDCs to provide basic child, maternity and disability benefits, old-age pensions and essential healthcare to their populations. These are not luxuries but basic human rights. Ladies and gentlemen, the financing gap to establish social protection floors in the world's poorest countries is still US$127 billion. We can and we must now mobilize the necessary resources and expertise to implement social protection floors in the world's poorest countries in line with last year's ILC conclusions on social security, the UN Secretary-General's Report 'Our Common Agenda' and the proposals of the UN Special Rapporteur on poverty. Official Development Assistance, ODA, towards social protection remains far too low, although it has risen to 2.7% in 2020 in response to the

pandemic. This should be increased to 14% in line with the Doha action plan for LDCs to provide fiscally sustainable and nationally appropriate social protection systems and measures for all. The UN Global Accelerator on Jobs and Social Protection for Just Transitions, led by the ILO, has the potential to boost development cooperation towards social protection as it aims to extend social protection floors to about 4 billion people currently not covered by any measures. And I said 4 billion. The financing strategies to turn these priorities into reality are available. We need a stronger and inclusive multilateral system based on strengthened development cooperation with debt relief, Special Drawing Rights reallocation, fair taxation, trade rules that allow policy space for industrial policy and business accountability aligned with the SDGs. The Doha action plan already addresses these financing strategies and calls for an increase in tax revenue as a proportion of GDP to at least 15%, progressive taxation, stepping up the fight against illicit financial flows, ensuring fulfilment of ODA commitments to LDCs and addressing debt distress of least developed countries by 2025 through coordinated debt solutions. Recent history has shown that transformational change can only be effective if international and national efforts are coordinated and respect international regulation and standards. This places the ILO in a leading role among international organizations and institutions at the global as well as national level, including through Decent Work Country Programmes. To conclude on this report, the Workers' group welcomes the idea for the ILO to bring together its different areas of activity in a concerted LDC programme to support the most vulnerable countries and workers in these times of multiple crises. The Workers' group and unions globally stand ready to fully engage with the process. Ladies and gentlemen, the people and workers in least developed countries need our solidarity now. Allow me to add a few words, and it will only be a few words, on the other important DG report to the Conference about the occupied Arab territories. And I've said already a few words about it in my opening speech to the Conference, I want to repeat what I then said. As ILO constituents, we cannot continue to take these annual reports describing a harsh reality and an ever-worsening situation for granted. How many more annual reports must we receive before we see any change? We must bring back on the table of the ILO and the wider UN system what can and must be done to give the Palestinian population some hope for an end to the occupation and a better future for all Palestinians. So let me call for redoubling our solidarity and our commitment to not accept this status quo and bring about real change. I thank you for your attention.

Mr Claudio Moroni

President (Argentina)

Thank you, Ms Passchier. Distinguished delegates, in just a moment I will give the floor to the speakers on the speakers list for today. But before that, I would like to make a statement on behalf of the members of the offices of the Conference with a view to reminding participants of the principles that will govern the discussion. Those principles adopted in 1967 remain in force today. The freedom of expression is one of the key principles of the International Labour Organization, and for the freedom of expression to be used in a context of mutual respect it is vitally important that all delegates express themselves using parliamentary language and that they respect the established procedure and that they stick to the issue of discussion and that they avoid referring to any other issue which is not that for discussion. It is vital that they show discipline so that our work can be efficient and fruitful. Therefore, I count on all of your collaboration to ensure that our deliberations proceed with a spirit of openness and

dignity that is relevant here at this highest social and labour body. In accordance with the operational arrangements for the 110th Session of the International Labour Conference, it will be vital to respect the time limit of four minutes for the 65 interventions that we have before us today. Delegates are kindly requested to stick to that time limit very precisely. Therefore, we recommend, as much as possible, to avoid using up too much time with courtesy. The speakers list is connected to apparatus which has a clock so that, in the interest of transparency and responsibility, we will be able to see the clock, both delegates in the room and on Zoom. The next speaker is requested to prepare to take the floor while they see the clock coming to an end. It is possible to use the right of reply, but the request must be made to the Presidency before the end of the meeting by coming up here and requesting or by requesting on the chat on Zoom. The established practice is that the right of reply is used at the end of the current session. During the right of reply, the delegates are kindly requested to respect the issue for discussion and not to exceed two minutes. I remind you that at the ILO there is no right to respond to a right of reply. So if there are no objections, do I take it the Conference agrees to these provisions? Thank you. It is so agreed. Distinguished delegates, let us now proceed to hear from the list of speakers on today's speakers list. I will strictly respect the order of speakers published in the daily journal and on the internet. If a speaker is not in the room or on Zoom, I will give the floor to the following speaker on the list, and the speaker will be able to take the floor once that speech is over or once there is an available time. I would invite the first speaker, Mr Yu, to take the floor, and then the next speaker whose name is on the speakers list should get ready. Ms Neghza, I would invite you to get ready to take the floor immediately afterwards. Please, Mr Yu, you have the floor.

Mr Jiadong Yu

Government (China)

Distinguished President, Director-General Ryder, ladies and gentlemen, dear friends, the Chinese Government appreciates the focus of this year's DG's report on the LDCs and the proposed integrated strategy for these countries and would like to thank DG Ryder for his important contributions to leading the ILO in bringing together tripartite constituents in an effort to address the challenges in the world of work over the past ten years. As noted in the report, the COVID-19 pandemic has further reversed the progress previously made in poverty reduction, employment and other social undertakings in LDCs. Accelerating the socio-economic development of developing countries such as the LDCs is an inherent requirement of the implementation of the 2030 Agenda and a necessary pathway to achieve common prosperity of the world. President Xi Jinping has put forward the Global Development Initiative that commits to a development first and a people-centred approach that is beneficial for all. It is also steadfast in innovation driven development, harmony between mankind and nature, and results-oriented actions. The Chinese Government would like to call for increased support to the LDCs. In this regard, I would like to make three suggestions. First, we should improve people's livelihoods through development and promote the structural transformation outlined in the Doha Programme of Action. The LDCs should take economic development, poverty reduction and job creation as their most urgent and important tasks and actively seek sustainable development paths suited to national conditions and advantages. We should prioritize employment and strengthen skills training to ensure decent work for all. Second, we should promote international cooperation for win-win development. Countries across the world, especially developed countries, should effectively honour their commitments to increasing ODAs

to the least developed countries while respecting country ownership. The ILO should leverage its professional advantages, providing targeted technical support to the LDCs and improving resource planning in their favour. Third, we should push for changes in global governance, support members in implementing the ILO Centenary Declaration and the Call to Action for a human-centred recovery, accelerate the reform of the international labour governance system and increase the representation and voice of developing countries. We should promote the active participation of social partners in labour governance and protect the fundamental rights of workers. Ladies and gentlemen, dear friends, China is the largest developing country in the world. The Chinese Government has always adhered to the people-centred development philosophy and has steadfastly followed the path of common prosperity. We have implemented the employment-first policy, with the employment population reaching about 747 million in China in 2021. We have built the world's largest social security system and it basically covers all legally eligible personnel. By 2020 all 98.99 million rural poor under the current standards in China were lifted out of poverty. While striving to achieve its own development, China is committed to doing its best to help other developing countries achieve common development. In the future, China will continue to support the social development of LDCs. We are ready to work together with the tripartite constituents of all countries and the ILO to implement the 2030 Agenda and eliminate the global deficit so as to truly leave no one behind. Thank you very much.

Ms Saida Neghza

Employer (Algeria)

Ladies and gentlemen, head of delegations and heads of government, ladies and gentlemen, the ministers, Mr Guy Ryder, Director-General of the Organization. Ladies and gentlemen, first of all I would like to express my happiness to be here in Geneva to attend the 110th Session of the ILC. I would like to extend my thanks to Mr Guy Ryder, the Director-General of the ILO, for his report that dealt in detail and transparency with the economic situation at the international level in addition to current topics that we must all pay attention to in order to tackle the problems and challenges and achieve a better future. Ladies and gentlemen, the COVID pandemic has led to an unprecedented recession at the international level and led to the loss of thousands of jobs. And it did not spare any country. However, the poorest countries and the developing countries have been impacted more than others. Yes indeed, these countries are suffering from a lack and are lagging behind in the field of technology. Therefore, they were unable to adopt measures in order to improve their economy and provide assistance to their enterprises. This was reflected negatively on the livelihoods of their people. Indeed, inequalities have increased at the international level between developed and developing countries, and inside the countries between the rich and the poor. The ILO and the IOE have taken a number of measures to face the impact and the consequences of this pandemic and in order to adopt better development policies. Despite some improvement that we have noticed at the international level, we are still suffering from the consequences of the COVID pandemic. This was reflected in an unprecedented increase in the prices of raw materials and transportation. And here we would like to call upon developed countries to help the developing world in improving their capacities in the field of agriculture in order to achieve the Sustainable Development Goals and spare energy in order to reduce the impact on global warming and climate change. Ladies and gentlemen, international solidarity and working together is the only way forward to build a better

world in order not to leave anyone behind and achieve prosperity and protection for all in order to be able to face future crises. Otherwise, we will be facing additional political crises, immigration that will impact families around the world. With regards to the situation in Algeria, we were impacted relatively by the COVID pandemic. We were able to take some measures in order to improve the health of our citizens and improve their purchasing power, support production and limit the loss of jobs. The General Confederation of Enterprises in Algeria has taking an active role in order to provide assistance through PPE and other resources to the areas that were most affected by the pandemic. We also submitted a number of proposals to the Government in order to limit the impact of the pandemic and improve the economic situation. Mr Abdelmadjid Tebboune, the President of the Republic, has provided unemployment benefits for the first time in Algeria in an attempt to improve the situation. Currently, the financial situation in the country is improving, and we are optimistic about the future, especially after the Cabinet adopted on 12 May a new investment law that was the particular focus of the President of the Republic, Mr Tebboune. Finally, in conclusion, I would like to remind of the situation of the Palestinian people and Palestinian workers who suffer while the world watches silently. They are suffering from violations of their human rights and a blockade. And from this forum I would like to call upon the international community to help the Palestinian people in order to improve their production and be able to go to their workplaces. And finally, I would like to thank Mr Guy Ryder for the tremendous effort that he has done during these difficult years, for his generosity and the support that he has provided to us in difficult circumstances, and I would like to wish him all the best in this next chapter. I also would like to congratulate Mr Gilbert Houngbo, and I would like to tell him we will work with you hand in hand in order to achieve an equitable world and achieve prosperity and development for future generations. Thank you for your attention.

Mr Luis Miguel De Camps García

Government (Dominican Republic)

A very good morning, ladies and gentlemen. Greetings to the workers, employers and governments, President, Vice-Presidents, Director-General. On the report on the future of work in developing countries, we would like to say at the outset that we must recognize that over the past two years in particular there have been great lessons to be learned. And in the Dominican Republic, we are a country where our service-based economy, based largely on tourism has been struck very badly. We have had to deal with the difficulties of the pandemic, but we have also had to try to strike a balance between protecting the health of the population and workers and indeed protecting the health of the economy. And from the point of social rights and employment, social dialogue was key in trying to strike that balance. And through that process we have established the basis for the recovery in the very midst of the pandemic, in particular in tourism which is one of the key engines of our economy. And keeping people in work, as well as the coordinated vaccination campaign, which was strengthened by social dialogue, has enabled our country, the Dominican Republic, to recover all of the formal jobs that were lost during the pandemic, and we have even gone further than the position we were in before the pandemic. We have developed new standards with a view to facilitating remote work in the Dominican Republic with a view to improving social protection through financing mechanisms for job security, both for the worker and for employers. And all of that has been part of the experience that we have lived through. For the world of work, we need to know that we cannot start from scratch.

The future of work needs to be built on learning from these lessons, and the Dominican Republic is delighted to take part in this event at a time when we are engaged in wide-ranging social dialogue on the reform of our labour code and developing a new social security law as well. And we are dealing with this together. For the future of work, we must recognize, distinguished members of this body, that, before, we talked about the capital drain and the brain drain, but now we are talking about a jobs drain. The labour market is a global market today, and that is why the protection of employment and bringing people into formality is such a vitally important challenge at global level. Social security systems with the capacity of creating connections between countries all over the world are a reality, and training in the workplace so that people have the skills that the labour market needs is absolutely vital. So we would like to suggest to this august assembly that we need to accept this responsibility of ensuring that the future of work is also our present. We need to develop the standards and international conventions that enable us to protect jobs and protect social security in a truly interconnected and globalized world. Thank you very much indeed.

Mr Guanping Jiang

Worker (China)

President Moroni, first of all, congratulations on your election as the President of the Conference. I am confident that under your leadership this Conference will be crowned with success. The DG's report summarized the development status and characteristics of the labour market in LDCs. It calls on the world to pay more attention to the serious challenges they face. As a demonstration of the ILO's mandate and commitment in pursuing justice, I find the report comprehensive, thorough and constructive. In particular, I have taken note of the suggestion in the report the LDCs face challenges posed by high levels of informality, which impacts the capacity of governments to make laws and regulations effective, and it also impacts the potential for trade unions to play their role. At the same time, I also believe the elements for an ILO strategy should emphasize the role of social partners, in particular the trade unions, so that they can contribute to global economic recovery under the tripartite mechanism of social dialogue, as advocated by the ILO. The Global Development Initiative proposed by China calls on the international community to follow closely the urgent issues faced by developing countries. It also aims to dovetail with the UN 2030 Agenda and promote common global development. This is the public goods offered by China. Leaving no LDC behind, emphasized in the DG's report, is highly consistent with the concept in the Global Development Initiative. It is hoped the ILO will continue to carry forward multilateralism, uphold the people-centred approach and further contribute to implementing the 2030 Agenda and building a community with a shared future for global development. China's unions are grass-root organizations under the leadership of the Party, and we follow the socialist development path with Chinese characteristics. On the eve of May Day this year, General Secretary Xi Jinping of China sent a congratulatory message to China's first Great National Craftsman Innovation Exchange Conference, pointing out that the skilled workers are important in supporting Made in China and Created in China. He encouraged the workers to be diligent and innovative and improve their skills. It fully reflects the great importance the Party and the Government attach to the high-quality workforce. In response, the union is advocating a reform on capacity-building of industrial workers. Policy documents have been issued on promoting lifelong vocational training and improving the quality of vocational education, providing strong institutional support. We have

established databases, online schools, skill-learning platforms and communities for industrial workers, benefiting over 140 million workers. Given that the technological and industrial revolution is still at the historical juncture of achieving major breakthroughs, I call on the Standard-Setting Committee on apprenticeships to pay special attention to the requirements of workers to improve their technical skills. At the same time, I hope the ILO will continue to serve as the information platform and promote the sharing of good practices. Distinguished delegates, China's unions have always supported the leadership and authority of the ILO in global labour governance. We will always uphold peace, development, cooperation and the protection of workers' rights and actively develop cooperation with national, regional and international union organizations. Let us join hands to contribute to the safeguarding of the rights and interests of workers around the world, enhancing their well-being and promoting the building of a community with a shared future for humankind. Finally, I would like to thank DG Guy Ryder for his contributions, and we wish the ILO even greater achievements under the leadership of DG Houngbo. Thank you.

Mr José Carlos Oliveira

Government (Brazil)

President of the Conference, Minister for Labour, Claudio Moroni, Director-General of the ILO, Guy Ryder, delegates of the governments, employers and workers, my fellow ministers, ladies and gentlemen. I am very pleased to be able to participate in person in this Conference. This is a symbol of our economic and social recovery after two years of strict restrictions imposed by the COVID-19 pandemic. We are emerging from this multifaceted and unprecedented global crisis faced with new challenges such as the structural changes in the labour market. As governments and individuals, we were called on to react quickly to these challenges. In Brazil, the need to maintain the provision of employment and income with emergency health measures led us to successful programmes which were replicated across the world, such as emergency assistance which provided an immediate income to more than 68 million citizens in a vulnerable situation in a time when shops and other workplaces had to be closed temporarily. We also provided extra income so that workers could withdraw the equivalent of US$200 immediately from their future guarantee funds, and in a few months after the start of the pandemic a population equivalent to that of France was protected in Brazil. To give specific assistance to maintaining work, we also provided assistance to employers who are a key part of labour relations. The Government of President Jair Bolsonaro set up the biggest programme for job protection in the world, the BEM, which provided additional resources to maintain 11 million workers in the formal labour market. Another policy, PRONAMPE, was specifically focussed on small and very small businesses, giving them a stimulus, financial assistance and access to micro credits. And we think that that was appropriate government support to this crucial part of the economic structure of our country. Brazil was among the ten countries that invested most in the recovery: about US$200 billion. And that is already bearing fruit. We are now, because of this, the country with the biggest drop in unemployment in the G20 in the last 12 months. We now have a little more than 10% unemployment, which is the best figure in the last six years. 96 million people are occupied in the labour market, which is a historical record. Only in the past year 2.7 million new formalized jobs were created, the best figure for ten years. And we have not stopped there because until 2022 we were able to add another 800 million jobs. Now how did we achieve this? It was through an uncompromising compromise based around three basic pillars: flexibility, reducing red tape and a digital transformation in

the labour market. Under flexibilization of labour regimes, we allowed for permanent use of hybrid telework in companies, and we are convinced that this measure promotes employability, in particular of women, giving them a better situation in which they are able to work and also carry out jobs in their homes without losing the income which is essential to so many female heads of family who are now in the majority in Brazil. We also tried to support and promote the labour force, be more inclusive in labour, creating programmes for young apprentices. More than 200,000 apprentices are receiving support for their training and education this year. And I recall that Brazil is a signatory of the UN Convention on the rights of disabled people, and we are seeking to implement policies which will provide incentives for giving them more regular employment in the private and public sectors. As far as reduction of bureaucracy and digitalization of public services, we addressed more than 1,000 separate rules and regulations which are now modernized and simplified and have been transformed into 15 instruments for providing rights to workers. For example, it is possible for a worker to access their labour file in a digital form which contains information on their labour history, makes it possible to ask for unemployment benefits and get data on salaries. [vgr INTERRUPTION 5:45]. There is an app, My INSS, which provides access to various benefits and makes it possible to provide resources and send documents electronically. President, Brazil has been a member of the ILO since it was founded in 1919 and we are aware of the time we are passing through, the part we have to play and the essential need for more international cooperation and exchange of best practices to reconfigure the new labour market. Worker-employer relationships have to be rebalanced, and we also aspire to get more plurality and diversity of ideas in the international fora. For this reason, in full accordance with the principles and values of this International Labour Organization, we will renew our compromise to democratize the ILO and to enhance its governance with a view to promoting an effective tripartite and regional balance and to get full, equal and democratic participation of the Member States. Finally, I reaffirm Brazil's commitment to promoting a future of work centred in decent work and sustainability, and I wish an excellent continuation of the work of this Conference to everyone. Thank you very much, and sorry I overran.

Ms Ana Mendes Godinho

Government (Portugal)

A very good morning, ladies and gentlemen. Of course, at the outset I would like to extend greetings to all of the participants, delegates, representatives of workers, employers and governments. I think we are all delighted to be back here in an in-person format at this Conference, which is even more important given the fact that we continue to face the effects of the pandemic and the Russian invasion of Ukraine. I would like to pay tribute to the efforts of the secretariat and the Members of the ILO who have ensured that over the past two years the tripartite voice of the ILO has been heard in a very strong and clear way. As we know, the ILO has an even more vital role now in the post-pandemic recovery of the world of work, of course by encouraging international solidarity which is so vital for inclusive growth which is a critical part of our recovery. Of course, the best possible way of ensuring this response in the ILO is by ensuring that health and safety at work is a fundamental right. We cannot forget that over the past three years more than 9 million workers have died because of poor working conditions, and we cannot accept that. For many years, as a labour inspector throughout my life, I have seen too many times serious accidents at work, many of them fatal, and I will always remember the consequences on the lives of the families

of those who were lost. And we always must focus on the human dimension of work because work is a condition for greater social justice and a dignified life. We would also like to remember that the Declaration of Philadelphia of 1944 underlined the relationship between peace and social justice, and this is even more true today. There is no social justice without peace. We roundly condemn the Russian aggression on Ukraine, and there is no justification for the destruction of human life, employment, infrastructure, social dialogue, as the Director-General rightly pointed out in his report on the impact of the war in Ukraine. From the very beginning, Portugal has supported the efforts in connection with the resolution on the impacts of the Russian aggression on the world of work and the activities of the ILO in the region. This year Portugal also has the responsibility and honour to chair the work of the committee on quality apprenticeships which is designed to adopt international standards in this area. I am very grateful for all of your efforts and involvement. We have had very participatory and dynamic meetings, and I believe that that is vital if we are to improve access and opportunities for all workers to benefit from apprenticeships. I think we can do much better than we did in the past, and we have a great responsibility to accelerate the changes that we need to see in the world of work. This is the time to do that. And in Portugal all of the social partners have seen unprecedented engagement in trying to overcome the pandemic. And we have a great challenge now, and that is that we have now just adopted a new, ambitious agenda to promote dignified work and the promotion of young people in the labour market. On the basis of collective negotiation, we have extended social dialogue into new areas and we are creating more incentives for social dialogue. These are very important issues for all of us. And I would like to say a few words in particular to the Director-General of the ILO, Guy Ryder, for his efforts over the past ten years. He has risen to great challenges, and he has always shown a great friendship to my country, Portugal, and we were always inspired by his dedication, his hard work, his sense of mission to build social justice and peace. And I would also like to welcome the new Director-General-Elect, Gilbert Houngbo, and I believe that he is the right person at the right time, and so I wish him every success in his term of office. I would like to end with a message of hope and a special message for the workers and citizens of Ukraine. Portugal welcomes you with open arms, and we have some special measures that have been adopted to support you and to help your integration into the Portuguese labour market. We need to see solidarity at this time among nations so that we can all work together at this critical time. Social justice needs peace. Thank you very much indeed.

Ms Tuula Haatainen

Government (Finland)

Dear Chair, ladies and gentlemen, I thank the Director-General for his report seeking responses to the relevant question on how to help the least developed countries to conduct the necessary structural transformation and ensure decent work for all in the middle of pandemic, conflict and crises. I also thank the ILO for the report on the impact of the Ukraine crisis on the world of work. The Russian aggression has caused tremendous suffering for the Ukrainian people and a loss of nearly 5 million jobs. The aggression also risks provoking a global food, energy and finance crisis affecting severely the least developed countries in the form of hunger and debt distress. Finland supports the ILO Governing Body's resolution on the Russian Federation's aggression against Ukraine. We urge the Russian Federation to stop immediately all military activities and atrocities against the civil population in Ukraine. Many important issues stressed in the Report of the Director-General belong to Finnish

ILO priorities. We support all activities of the ILO together with other UN agencies and actors to bring the large informal sector in the least developed countries to the formal sector. Only the formal economy can ensure decent work, including fundamental rights of work, decent conditions of work, equality and social protection to the whole population. The ILO activities should be based on Decent Work Country Programmes drafted together with the least developed Member States. These programmes should take into account the report's suggestion that higher levels of skills have been associated with lower levels of informality. The ILO and its constituents should also, as proposed, play an active role in encouraging larger companies operating in the least developed countries to promote formality in their supply chains. Informality among women is even more common than among men. Special ILO efforts are therefore needed to promote gender equality and provide women and girls with educational and vocational training opportunities, including digital skills. Adequate skills can also help women in finding decent work opportunities and creating enterprises in the formal sector. To solve poverty and promote decent work for all, national ownership in the least developed countries is needed. International solidarity with policy coherence inside the UN agencies are also important. As we have learned during this spring, war can damage prosperity and progress very quickly. Military activity in several least developed countries is one of the reasons behind the poverty. As lasting peace can only be based on social justice, it is important to promote democracy and human rights, including fundamental rights of work for all. Thank you, Chair.

Mr Oleksandr Shubin

Worker (Ukraine)

Mr Chairman, esteemed Director-General, dear ladies and gentlemen, I call on your attention on behalf of millions suffering and in memory of thousands of killed Ukrainian workers. Today the entire world and the world of work are facing the most pressing challenges. They call into question the ability and commitment of the international community to overcome them. The proof of this is the large-scale, full-scale war unleashed by Russia against Ukraine. The proof is the murders. Thousands of people have been killed, including the trade union members, our brothers and sisters. Thousands of businesses were ruined, including dozens of trade union offices, training centres, hundreds of schools and hospitals. Millions of people lost their work, their income. Millions of people lost their homes. They have been forced to flee to Western Ukraine and to the neighbouring countries. And every day we learn of more killing and destruction. Apart from destruction of the territory and infrastructure of Ukraine and ruination of people's lives, the Russian aggression has endangered, as the ILO Director-General's report suggests, the Sustainable Development Goals. In these horrible days of war, the trade unions of Ukraine, together with the employers and Government, see their main task as supporting and restarting businesses to stabilize and preserve jobs and ensure decent work and living conditions of people. Despite Russian aggression against Ukraine, we have managed to maintain social dialogue. The National Tripartite Social and Economic Council works, and the social partners meet bilaterally and trilaterally. The Ukrainian trade unions welcomed the Russian aggression resolution of the ILO Governing Body, and in this resolution it asks the International Labour Office to join other UN agencies in providing all possible assistance to tripartite constituents in Ukraine within the ILO's competence and relocating the ILO office from Moscow, actually led [? 2:58] by the Russian nationals, which is not very common for an international organization. In view of widespread liberalization of labour legislation in my country, even during martial law, we would

request the ILO to provide technical support to Ukraine in modernizing it, in particular in developing a new labour code within the standards of the European Union and International Labour Organization Conventions. I also would like to thank the ILO as well as ACTRAV for helping us from the very first days of war. I would especially like to thank the ILO Director-General whom the Ukrainian social partners met recently. The 100 days of unprecedented, illegal, aggressive and unprovoked war gave us a few lessons. One of which is that the present-day system of international security and international law is totally unprepared for such type of international misbehaviour of one of the co-founders of this system. When in March we initiated the issue of expelling Russia from the ILO for unprecedented rude violation of the ILO statutory documents we got an answer, that the ILO Constitution does not foresee such a procedure. But today we clearly see that not only governments but also social partners are infected by the virus of breaking the international law and violating its principles. On the shoulders of Russian invaders they visit occupied territories of the Ukrainian Donetsk and Mariupol and promote there their policy among the oppressed Ukrainian workers. In 1969 the ILO was awarded a Nobel Peace Prize, and its peacekeeping standard should be especially high. So my final message to you will be that any law, including the ILO Constitution, shall respond to the needs of people and nations. And if these documents cannot find the solution for the critical fundamental problems, they must be reviewed and amended as soon as possible, otherwise the whole system will be ruined. Thank you for your kind attention. Stand with Ukraine.

Ms Sonya Janahi

Employer (Bahrain)

Your Excellencies, ladies and gentlemen, President and Mr Guy Ryder, ladies and gentlemen, heads and members of the delegations, greetings, and I am delighted to be here with you today taking part in the working sessions of the 110th Session of the International Labour Conference. As part of the Employers' delegation, we thank the ILO and all those who are working there for this opportunity, and we thank the tripartite constituents around the world. I am duty bound to convey our thanks and respect to Mr Guy Ryder for all the efforts he has made, for his cooperation during the course of his term of office. We wish to commend Mr Houngbo on his appointment as Director-General of the Organization. Members of the assembly, the report of the DG emphasizes the efforts made by the ILO in order to adapt to the unprecedented challenges encountered by the global economy further to the COVID-19 pandemic. According to the IMF statistics, this pandemic has brought about a contraction of global GDP which has had an impact on unemployment rates around the world. Unemployment has risen from 5.4% in 2019 to 6.6% in 2020, which has led to the loss of 35 million jobs. Ladies and gentlemen, the ILO has responded immediately to the needs of Member States through many initiatives. The pandemic has emphasized the need to preserve the efforts to establish social protection systems around the world that are adequate, that can close the gaps and improve economic flexibility. In this regard, I should also commend the major initiatives of the Kingdom of Bahrain during the pandemic. These initiatives and the financial help have had a major impact on sustainability of businesses and trade while taking into account the efforts made by the Chamber of Commerce and Industry in Bahrain in order to protect the private sector through many initiatives which have enabled Bahraini business to be sustainable. We have had genuine partnership between the Government and the private sector in Bahrain through the successful initiative of the Chamber of Industry aimed at assessing the damage done to the private sector and to submit a report and

recommendations on this to the Government, which adopted the recommendations. Regarding the participation of women in the economy, we see that they can work in all circumstances. Female Bahraini workers were in the front line and have worked as doctors, nurses and played a major role during this very challenging period. Mr Chairman, ladies and gentlemen, the unprecedented challenges we are facing around the world due to the pandemic have had a major impact on the economy as a whole and SMEs in particular, hence the need to implement reforms to provide every assistance. These SMEs account for 98% of the global economy and represent over 50% of the workforce according to the World Bank statistics. SMEs also play an important role in the development of local economies. Mr Chairman, it is high time that governments work with the private sector in order to establish new programmes, to set up support for SMEs in the next phase and to strengthen the financial support as well as technical support by establishing incubators and ensuring that government help is provided. Finally, I wish to commend all the efforts made by the Director-General of the ILO as well as the Governing Body's. We greet all the tripartite constituents for their efforts and we encourage them to make even greater effort for a better future. Thank you all very much.

Mr Ahmed Alrajhi

Government (Saudi Arabia)

Your Excellencies, President of the Conference, Director-General, ladies and gentlemen, chairs and members of the delegation, greetings to you all. I am very happy to be taking the floor on behalf of the members of the GCC, bringing together the United Arab Emirates, Bahrain, the Kingdom of Saudi Arabia, the Sultanate of Oman, Qatar and Kuwait. I am also very happy, Mr Chairman, to congratulate you on your election as President of Conference. We also congratulate the Vice-Presidents and wish them every success in their endeavours. We also wish to thank His Excellency the DG of the Organization for all his efforts in order to promote the Organization. During this year's session he has presented the results achieved regarding the least developed countries and the future of work. Ladies and gentlemen, without any doubt, today's world is in great need of special attention regarding the socio-economic situation of the workers. We are facing many crises in political and economic terms as well as on climate. These challenges have an impact on all of us, and in particular on the least developed countries. Therefore, the international community has greater responsibility. It must make a greater effort in order to exploit every opportunity in order to promote international cooperation and in order to learn from successful experiments. This means improving the institutional infrastructure and improving socio-economic policies in order to achieve proper governance of the labour market and proper control over the standards regarding human rights, workers' protection and strengthening the principles of social justice. The efforts made by the States to achieve development, particularly in the [vgr INAUDIBLE 3:02] economy, require that the human factor be taken into account as well as the economic situation, administrative constraints, infrastructure resource and the challenges faced by the global economy and their repercussions on the labour market. In this regard, we emphasize the importance of social protection in any process aimed at strengthening productivity in the least developed countries. And this is the basis on which human values are founded, which are at the very basis of this organization's principles. Ladies and gentlemen, we can establish partnerships with other international organizations and agencies in order for the least developed countries to be able to manage their debt burden. We believe in the importance of the role of financial institutions, both at

international and regional level. In order to help these countries arise to the challenges on the cultural, social and economic front, the Doha action plan can be considered as one of the pillars on the basis of which we can close these gaps. Mr Chairman, the least developed countries have established programmes for recovery after the pandemic. These measures have enabled us to achieve a rapid economic recovery in order to sustain the labour market, to protect the workforce from the loss of jobs and to create decent jobs. The members of the Gulf Cooperation Council have contributed to many initiatives in order to promote sustainable development in the least advanced countries for sustainable partnership. In concluding, I wish to thank the Director-General for all of his efforts regarding the situation of workers in the occupied Arab territories in Palestine. I would also emphasize the need to provide greater technical, financial support to the Arab workers in the occupied territories. And in concluding I wish to wish the Conference and the delegates every success in its endeavours. Thank you very much.

Mr Mohammad Otaredian

Employer (Iran (Islamic Republic of))

Mr President, distinguished delegates, ladies and gentlemen, world COVID response is shifting to an endemic phase. After this pandemic, the continuation of a fragile and unstable development path is increasingly intolerable to the 1.1 billion people around the world living in underdeveloped countries. Ladies and gentlemen, chaos exists in the global economy and financial markets. Arms are easy to obtain but decent life is hard to find. High levels of unemployment prevail and education systems are pressured to adapt to new and emerging needs while there are many threats to the health and well-being of our people. We should remember that we have a very precious resource in providing for a sustainable future, namely our young people. Citizens wish for decent work and the prospect of a decent life, but all too often they get promises and delay instead. Some factors contributing to this situation appear to be universal while other factors are specific to the institutional socio-economic and cultural context of some countries. In all these discouraging circumstances, it is young people who will bear the brunt of these effects through cuts in spending on social services, reducing investment in human capital, squeezing jobs in countries, especially in the least developed countries with 1.1 billion people around the world. The international development strategy must cultivate international trade and economic cooperation with the goal of increasing the flow of external resources to less developed countries to accelerate their development trend of recovery. This is essential if the world is going from the agenda on paper to practice on the ground. In this line, the sanctions of developed countries against other countries have aggravated the situation and the gap between rich and poor has been widening every day. The ILO needs to explore a way out, offering a solution for that matter. The ILO will require a very different set of policy responses to those used in previous situations in order to support focus on comprehensive decent work policies in underdeveloped countries, whose resilience has been reduced and their capacity diminished, to rightly react to the COVID consequences. Looking towards the second part of the Fifth United Nations Conference on LDCs in Doha in March 2023, the ILO is expected to play a more important role in shaping global awareness of the urgency of more attention to the LDCs' underdevelopment problems to develop and implement new plans and partnership through international support measures for least developed countries as well as for countries' underdeveloped countries sanctions in the post COVID world. Thank you, Mr President.

Mr Federico Villegas

Government (Argentina)

Mr President, firstly I would like to congratulate you on your election. As the Director-General has said, we are going through a time where we face multiple challenges of the greatest gravity. They bring danger and uncertainty and are questioning the capacity and commitment of the international community to deal with them credibly. Today it is more necessary than ever to talk about a new normality with more powerful prospects for social justice. We cannot allow injustice and inequality to be perpetuated, generating a continuous and permanent division, leaving some people behind without any prospects for integration. We need to have a really sustainable process of development which has to be integrated, fair and inclusive. The multilateral system can be a way of getting this or it can get in the way. We have the choice. The credit organizations must not be an obstacle to these development processes. Canons of economic policy and international financial architecture sometimes are seen as useful, but they have to be [vgr INAUDIBLE 1:23] into question. Argentina, at the start of the pandemic, was faced with some very difficult choices. We took decisions to protect the most vulnerable and to sustain the economic structure of the country. We addressed health, employment, productive structure and the situation of informal structure. They all had to be addressed but with setting priorities. We prioritized health, increased capacity of the health service and increased restrictions on all kinds of activity to address the situation before we had vaccines. At the same time, we have tried to protect workers, banning dismissals, including COVID in the list of labour illnesses and stopping layoffs without work but also helping to maintain companies with direct subsidies and low-cost credits. The programme of assistance for work and production gave assistance to more than 300,000 companies and nearly 3 million workers at the start of the pandemic. We strengthened mechanisms of social security, increased family benefits and additional payments for those with lower incomes. We strengthened the money paid to mothers with younger children, and we created an extraordinary family income to supplement the resources of all of those independent workers who had a low income and were in informality, assisting more than 8 million people. We renegotiated our external debt with a conviction that the conditions that came out of that renegotiation could not be allowed to get in the way of the dynamics of the economy. All of these factors made it possible for us to get out of the crisis. In all of this time everything was in the framework of social dialogue with the social partners. At no time was collective bargaining interrupted, and we had health protocols negotiated between workers and employers that enabled to keep infections at a very low level in working places. The expansion of the economy has made it possible to improve the situation of workers. We have got more people in work than at any time since the current series of statistics started. For 13 months consecutively we have seen the highest level of employment ever. We have got 3.1% growth in average growth of employed workers, unemployment has gone to 7%, and in the course of this year we have seen growth of 2.5% with respect to the situation in December of 2019. In the fourth quarter of 2021, the participation of women in the labour force was the highest it had ever been since statistics started in 2003. Finally, I would like to wind up by agreeing with the Director-General. There is only one way forward: universalization of the model of the society of work in the framework of the principles of fair development and solidarity between nations, which has to be the guiding principles of the new world order that we aspire to. Finally, allow me to express my pride here in the presence of a person from my country presiding this august body. Thank you very much.

Mr Alpha Osman Timbo

Government (Sierra Leone)

Thank you very much, Mr President. Excellencies, Director-General of the ILO, distinguished delegates, I bring you greetings from the Government and people of Sierra Leone but more especially from the President, His Excellency Retired Brigadier Julius Maada Bio. Sierra Leone became a member of the ILO in 1961, very shortly after we gained sovereign status. As a further measure of our commitment to this organization and its great ideals, Sierra Leone has, since becoming a member, ratified all the fundamental ILO Conventions and domesticated most of them. In 2021 Sierra Leone took a significant step towards promoting and implementing decent work standards for women and men in our country by ratifying ten ILO Conventions and one Protocol. They brought to 44 the total number of Conventions Sierra Leone has ratified since becoming a member of the ILO. These efforts testify to Sierra Leone's commitment to good governance and international best standards. We have made these efforts despite the great challenges we have faced and continue to face, including the ongoing COVID-19 pandemic and its severe economic and social constraints. Sierra Leone, under the leadership of the current administration, continues to fulfil its obligations to the ILO. As a government, we work collaboratively with the Sierra Leone Labour Congress and the Sierra Leone Employers' Federation in the formulation of government policies and legislations, more especially those covering the world of work. Excellencies, the Government, under the leadership of His Excellency President Julius Maada Bio, places premium on human capital development and its flagship programme which promotes education, agriculture and healthcare, with a particular focus on girls. The Government's Free Quality School Education Programme, implemented in the past four years, has seen an increased access for all categories of schoolchildren, improved quality of education and is highly appreciated by the people of Sierra Leone. Moreover, the introduction of the Free Quality School Education Programme has helped in reducing the incidence of child labour in the country. Sierra Leone is currently concluding the review of its labour laws with the ongoing nationwide consultation that is taking place currently in the country: the Regulation of Wages and Industrial Relations Act, the Factories Act of 1974, the Employers and Employed Act, the Trade Unions Ordinance, the Employee Registration Ordinance and the General Law (Business Start-Up) Act, including the Workmen's Compensation Act. My country takes seriously the Report of the Chairperson of the Governing Body and the Director-General of the ILO at the session in March 2022, which addresses several issues on the work of the Governing Body as well as the state of implementation of the various policies, programmes and activities of the ILO. We are very grateful to the ILO for its four-year project, under the framework of the European Union's Jobs and Growth programme in Sierra Leone, in the districts of Bo, Bombali, Kenema and Port Loko. The objective of this project is to contribute to large-scale job creation and job quality improvement in sustainable enterprises for unskilled or semi-skilled youth, women and persons with disabilities. To conclude, Mr President, on behalf of our president and the people of Sierra Leone, let me thank the ILO under the distinguished leadership of Mr Guy Ryder and team for effectively shaping the future of the world of work and to wish him a pleasant retirement. Let me also take the opportunity on behalf of the Government to congratulate our incoming Director-General, Mr Gilbert Houngbo, and to wish him successful tenure of office. We are proud and grateful that at long last Africa has been honoured with leading this very important international organization, and we want to assure delegates present here,

in the promotion of social justice in the world of work Sierra Leone should always be counted. I thank you very much for your undivided attention.

Mr Hfaiedh Hfaiedh

Worker (Tunisia)

President of the Conference, ladies and gentlemen, members of the bureau, distinguished representatives of the constituents. I wish to congratulate the President of the Conference on his election as chair of this session. I wish him every success. I would also like to take this opportunity to congratulate our brother Mr Houngbo who was elected the DG of the ILO. I am extremely proud as an African given that global constituents have put their faith in a son of Africa in order to guide the work of our organization. In a personal capacity and on behalf of my colleagues in the national bureau, I can but congratulate and express my respect to our companion Guy Ryder for all his excellent work as Director-General of the Organization where he has conducted major reform and done very important work. We wish to congratulate him on behalf of the three Tunisian constituent parties. I wish to congratulate him for devoting his latest annual ILO report to the situation in the LDCs around the world. This report rings the alarm on the universal nature of the right to fair development for all nations on earth and recalls the need to review economic, financial, scientific and environmental relations on the planet. It also examines the situation of the LDCs in the 33 countries with the largest natural resources. Paradoxically, this shows the full extent of the imbalance, the injustice, the discrimination towards poor countries, in particular on the African continent. This report includes some recommendations which are all extremely interesting and which should be submitted to the fifth LDC Conference to be held in March 2023 in Doha. Chapter 5 of the report recalls the importance of the consistency of policies of the ILC. And, in this regard, I wish to recall the importance of the international organizations to LDCs which has not exceeded $23.5 billion in 2021, which is 1.56% of the military spending of the international lenders and only 2.9% of the defence budget of the United States of America. This strengthens our belief that coordination of policies regarding solidarity cannot be limited to providing assistance to the LDCs but that it should enable a full review of the vision on global solidarity. We hope that the ILO will play a major role at the forefront in the implementation of a new world order to which we wish to move towards with the contribution of the African trade union movement. Tunisia is going through a financial institutional crisis which calls into question the democratic gains that have been made by our country and were enshrined by the 2011 revolution in order to put an end to the tyranny. However, the excessive debt burden, the economic situation, the social situation, the increase in the poverty indicators, the powerlessness of the ruling elite since the revolution to bring about democratic institutions to meet the aspirations of the population, namely our young people, to create jobs, to contain unemployment, to reduce poverty, to improve public services, all of these factors show the failure of the social dialogue between the stakeholders, political and others, leading to growing political malaise, political polarization and the fear of a return to an authoritarian regime. In the absence of any possible solution that would meet the aspirations of civil society, the CGTPT I recall, with the social partners from civil society, has drawn the admiration of the whole world. [vgr INTERRUPTION 6:02]. We reiterate our call to all of the political parties in Tunisia to launch an inclusive global dialogue without any preconditions in order to restore the principle of public individual freedom to strengthen democracy. There cannot be any lasting peace [vgr INTERRUPTION

6:28]. We pay tribute to the Palestinian people who are continuing [vgr INTERRUPTION 6:52].

Ms Begum Monnujan Sufian

Government (Bangladesh)

Assalamu alaikum. I congratulate you on your election as the Chair of the 110th Session of the ILC. I appreciate the Director-General and the Officer for the comprehensive reports. I take this opportunity to congratulate the Director-General elected, Mr Gilbert Houngbo. I assure you the support of our government in your work at the ILO. At the same time, I thank the outgoing Director-General, Mr Guy Ryder, for his service to the ILO and the world of work. We wish you a happy and healthy life. It is indeed our pleasure to join the ILC in person during the pandemic. We thank the Office for the hard work to make this happen. During the COVID-19 pandemic our government, under the leadership of Honourable Prime Minister Sheikh Hasina, took effective measures to protect the frontline workers in various sectors. As a result, the impact of the pandemic has been much less than feared. We provided fiscal support to the private sector to retain production and employment with a social security programme and support for the poor and vulnerable groups. We introduced a special insurance and a stimulus package for the frontline workers in the key sectors of our economy. We have successfully vaccinated 100% of our target population. Mr Chair, our government is seriously working to improve the labour situation in the country. We submitted a time-bound road map to address the challenges in the world of work. We presented the second progress report to implement the road map during the last session of the Governing Body. I and my colleague, the Honourable Law Minister [vgr INAUDIBLE 2:44] ILO in person to show our sincerity and commitment. Now I would like to highlight a few of our milestone successes, such as follows. First, we have completed our work to amend the Bangladesh Labour Rules 2015. Second, the adopting of Bangladesh [vgr INAUDIBLE 3:12] labour rules is at final stage. Third, we have ratified eight fundamental Conventions of the ILO. The last ratified Conventions are Minimum Age Convention, C138, and Protocol 29 of the Forced Labour Convention. We have undertaken various measures to improve the labour inspection. Last year we established three new labour codes, updated the list of hazardous work and revised the National Plan of Action on Child Labour. Recently we have recruited 44 labour inspectors to increase our inspection capacity. Mr Chair, our country is small in size but our population is big. Every year more than 2 million youths enter our job market. Our tasks become more difficult with low resource and capacity. Hence, the world must appreciate our efforts to change to a world of decent work. We believe we can work together for future better world of work. I thank the ILO and other friends for being with us. Thank you, Mr Chair. Thanks to all. Joy Bangla, Joy Bangabandhu. Live long ILO. Assalamu alaikum.

Mr António Saraiva

Employer (Portugal)

A very good morning, and I would like to extend special greetings to Director-General Guy Ryder. On behalf of the Portuguese Employer delegation I would like to congratulate you, President, on your election to this important role. At the heart of our discussion is the report by the Director-General entitled 'The least developed countries: Crisis, structural transformation and the future of work'. While they have been present

throughout the history of the ILO, developing countries and their recovery now requires greater focus because it is duly important. Portuguese employers are even more concerned by this topic because of the fact that on the United Nations list of developing countries 2022 there are a number of States belonging to the Community of Portuguese Language Countries with whom we have special relations. We agree with much of the analysis of the Director-General in his report, particularly two key aspects of today's world. The post-COVID-19 pandemic recovery, which has been very unequal and as yet is incomplete in many parts of the world with a risk of increasing imbalances in today's world. And then the incomprehensible invasion of Ukraine by the Russian Federation which is having social and economic consequences of a very severe impact and risks making a three-pronged crisis even worse at global level: a crisis of food, energy and finance. We are convinced that developing countries have great potential to attain sustainable levels of economic and social progress and become globally competitive markets. But to realize that potential they need to give greater priority to sustainable growth, creating the conditions to enjoy development opportunities. And one of the conditions is to consolidate social dialogue between employers, workers and governments and deliver a political and socially stable environment based on the rule of law, promoting social peace, which is absolutely vital to improved growth. The ILO, as the tripartite body, plays a very important role in identifying the main challenges and barriers that exists in these countries to effective social dialogue and proposing the necessary solutions to overcome these challenges. Another key condition for sustainable growth in developing countries is to increase the role of the private sector as a key source for economic growth and employment. And for that we need to see the promotion of a business-friendly environment for micro, small and medium-sized enterprises and for creating productive employment and better living conditions, as we read in the ILO Centenary Declaration on the Future of Work adopted in June 2019. At the same time, reducing informality must also be a priority for creating employment and reducing poverty in developing countries. The informal economy tends to see low levels of economic productivity and weak competitiveness on the part of businesses as a cause and result of the poverty of informal operators. Finally, we need to see, in order to guarantee the success of these countries, greater investment in education and training, particularly develop skills in science, technology, engineering and maths. And in that area the ILO has a key role to play in designing pragmatic strategies to ensure that vocational training is a priority in these countries and in delivering the digital infrastructure to allow people and businesses to harness the potential of digital transformation. Portuguese employers are keen to help developing countries rise to these challenges, and we will show solidarity in helping them do so. Thank you very much indeed for your attention.

Mr Francis Atwoli

Worker (Kenya)

Thank you, Mr President. Director-General of the International Labour Organization, the Central Organization of Trade Unions of Kenya that I represent welcomes the Director-General's report which focuses on the least developed countries, LDCs, at a time when the world of work is faced with multiple challenges of enormous proportions. These challenges, which include the COVID-19 pandemic, the conflict in Ukraine and the climate crisis, have all worsened socio-economic conditions in many least developed countries. This has happened despite the existence of the elaborate political and development initiatives agreed by our Member States at both the national, regional and multilateral levels targeted at uplifting the living standards

and general well-being of our people. The development targets and commitments made in the last four UN Conferences on least developed countries have largely remained unmet, while prospects of achieving the 17 targets of the 2030 Agenda for sustainable development appear increasingly remote. Mr President, under the circumstances, and as noted in the Director-General's report, we remain concerned that our organization's often stated resolve of leaving no one behind is now being put into serious doubt. Clearly, therefore, business as usual for least developed countries, and indeed the entire International Labour Organization membership, cannot continue to be the norm. Mr President, a departure from structural transformation of our economies is imperative, and the proposals of the upcoming Fifth UN Conference on the Least Developed Countries and its plan of action is timely. The enabling elements that include investing in people, leveraging on science, technology and innovation, addressing climate change, recovery from the COVID-19 pandemic, mobilizing international solidarity and achieving gender equality are elements worthy of our attention as they respond to key challenges and decent work deficits in the least developed countries. Mr President, although many countries do not appear in the category of least developed countries, they nevertheless manifest characteristics highlighted in the Director-General's report and should therefore find value in undertaking structural transformation of their economies. In Kenya the high youth unemployment rate has seen many of them opt to take up migrant jobs in foreign countries, often under illicit contracting processes, thus exposing them to exploitation by unscrupulous agents and employers. As workers, we are opposed to this modern-day slavery and do call upon our own government, the Kenya Government, to harness the full potential of promoting foreign labour migration by emphasizing government-to-government bilateral agreements as opposed to using unscrupulous and disorganized employment agencies. Ladies and gentlemen, these challenges have persisted despite the existence of policy frameworks like Vision 2030 and Big 4 Agenda whose main focus have been increasing employment opportunities through expanded manufacturing, universal and affordable health coverage, attaining food security and expanding affordable housing, all anchored on a very progressive constitutional framework. Mr President, currently many workers' organizations, including COTU Kenya, have been weakened through the reduction of membership and resource bases following the impact of the COVID-19 pandemic and rampant unfair labour practices which have caused massive lay-offs. We therefore call upon the International Labour Organization to increase technical cooperation programmes targeting the strengthening of the capacities of workers' organizations and their members in order to engage productively with governments and employers. In conclusion, Mr President, structural transformation of our economy cannot be realized if government does not take deliberate and conscious policy measures to uplift the welfare of those in precarious jobs and the informal sector. I thank you.

Mr William Matias Ramirez

Employer (Dominican Republic)

Thank you very much. The Employers' delegation from the Dominican Republic greets the delegations at this International Labour Conference. We are very pleased that we are here in person. That is very important. We have received the Director-General's report, and we would pick out from them the values of dialogue and coordination that govern the ILO. We recognize the contributions made by the International Organisation of Employers referring to the part played by enterprises in society. At the same time, we hope that in the current situation the International

Labour Organization will be agile, effective and flexible and opportune in its proposals, standards and contributions. After an exceptional period marked by the impact of COVID-19, we have started the recovery of our economies and labour markets. Given that, the aspirations of our house here have to be in line with the expectation of flexibility in regulation and legislation, which will provoke more and better jobs in balance with the sustainability of companies and the reduction of informality. From the employers' sector, we aspire to create inclusion and prosperity through the indispensable improvement of training and skills, apprenticeship and conditions of health and safety at work as integral parts of decent work, which we are fully committed to. At the same time, we call on the conclusions of our work in this body to be balanced, to strengthen the representivity of those of us who are involved in labour relationships and above all to respect freedom of enterprise and the free market. What we do in this Conference and how it is then implemented will have an effect on the attainment of the objectives that we have set out. And, as we say, consolidation of social dialogue will make it possible to cooperate effectively, which will make it possible to attain the objectives of sustainable development. Then these international standards have to be embedded and adapted to the level of economic development and cultural development of each country so that they are real promoters of change. We reiterate our commitment to agreements through dialogue and negotiation, agreements which will promote the consolidation of existing labour relationships, promoting lasting peace which can only be achieved when there is collective prosperity and it is promoted with justice. This prosperity is based on real respect for public and private policies which will strengthen institutions' transparency and the creation of decent jobs in companies that are socially, economically and environmentally sustainable. The tripartite consensus that we have been talking about requires and depends on the strengthening of the employer sector as an essential and indispensable factor in the creation of prosperity and stability in all countries, and therefore we are relying on you to help us to achieve it. Thank you very much.

Mr Nasri Abu Jaish

Government (Palestine)

Mr President, Mr Director-General of the ILO, ladies and gentlemen, representatives of the tripartite constituents, dear all, greetings to you all. I am very happy to take the floor today on behalf of the tripartite constituents and Palestine after a long period of absence due to the COVID pandemic, a pandemic whose consequences we still all feel and we are all striving in order to achieve recovery. Ladies and gentlemen, in my country, Palestine, the Israeli occupation forces and the pandemic have led to an unstable political situation. This has led to a complete impasse due to the policies of the Israeli forces, and it has prevented any settlements and any negotiations and political compromise. The politics of settlement continue the politics of ethnic cleansing, especially in our capital of Jerusalem. Above all, the Israeli forces continue to monitor and control the movement of products and continue to impose a blockade on Gaza. They continue their killings of children, journalists, particularly in recent times where we witnessed the killing of Shireen Abu Aqla and Gofran Warasneh. Ladies and gentlemen, despite the attempts of the Palestinian Government to build a better economy, a stable economy and create new job and work opportunities in order to reduce unemployment levels, despite these efforts, the Israeli occupation forces continue to prevent and hinder our efforts by seizing our finances in clearing houses. This has undermined the efforts of the Palestinian Government and prevented it from paying wages and salaries. Ladies and gentlemen,

I would like to commend the Report of the Director-General for which we are grateful, particularly the report on the situation of workers of the occupied Arab territories and Palestinian Territories. This report, which is based on the work of the fact-finding mission concluded that the situation in Palestine is increasingly difficult due to the policies of the Israeli forces. The situation is deteriorating, and this has had an impact on the labour market, unemployment rates and poverty levels. Unemployment rates indeed in Gaza have reached unprecedented levels. The situation has affected our youth and prompted thousands of Palestinian workers to work inside Israeli enterprises in difficult conditions. They are being exploited. They are working without enjoying their full rights, all with the knowledge of the Israeli Government. Ladies and gentlemen, the ILO is based on the values of social freedom, and the Palestinian workers are suffering from persecution and exploitation. And I am here to ask you, on behalf of the Palestinian people, until when will this injustice continue? Until when will the exploitation of the Palestinian people continue? I would like to call upon you all and tell you please do not leave us behind. We have listened to the comments of the Director-General and his recommendations in his annual report. These recommendations must be implemented. The rights of our workers, that are being violated for decades and used and exploited by the occupation forces, must be recovered in order to save the Palestinian economy. We should not allow the occupation forces to go unpunished and unaccountable, and we would like to call upon the Director-General and the members of this organization who are keen on upholding the principles of this organization and the values of this organization to create a commission in order to allow the recovery of the rights of Palestinian workers and establish a mechanism that will allow us to recover our rights and put an end to exploitation. [vgr INTERRUPTION 5:16] May I have one minute? The Palestinian Ministry of Labour, with the help of the Arab Labour Organization is working in order to put an end to unemployment and implement a national strategy of employment. And we intend to organize to this effect an international conference, and we rely upon your participation and your support for this conference. [vgr INTERRUPTION 5:48]. Thank you very much. Thank you for your attention and sorry for taking too long. Peace be upon you.

Ms Darija Kisic Tepavcevic

Government (Serbia)

Esteemed Chair, dear representatives of the social partners, ladies and gentlemen. As the Minister of Labour and Employment and Veteran and Social Affairs of the Republic of Serbia, I am very honoured to be here to have an opportunity to address this very special meeting on behalf of the Serbian delegation. Firstly, allow me to thank Mr Guy Ryder, Director-General of the International Labour Organization, for his cooperation so far and, at the same time, to congratulate Mr Gilbert Houngbo on his election as the new Director-General. Keeping in mind the fact that Serbia is a member of the ILO since its establishment, we could say that our productive relationship is as old as the ILO itself. The framework for our cooperation is determined by the Decent Work Country Programme for the Republic of Serbia in the period 2019-2022 with the aim to promote the highest international standards in labour, employment and social policies and their incorporation into legislation and practice as well in our country. During the COVID pandemic the way of living and working for all of us has been dramatically changed with a deep influence on the labour market worldwide. And I am very proud of the fact that Serbia is among the few countries that has achieved economic improvement even in this challenging period for

all of us. Namely, due to the responsible economic policy of the Serbian Government and continuous economic activity, which is characterized by the arrival of a significant number of foreign investors, opening of new factories and creating new jobs, Serbia managed to reduce the unemployment rate to a single digit, a historical minimum, and the best result in the last several decades. Moreover, in order to meet the specific needs of the labour market, we continue to work on reforms in the education sector and also we increased the number of retraining of unemployed in cooperation with our national employment services. Additionally, it is very important to stress that creating a safe and healthy working environment for all will remain one of the priorities of the Ministry of Labour and Employment in the Republic of Serbia. And in this line, we have just created a new law regarding this issue, which is predominantly based on proactive measures aiming to prevent occupational accidents and diseases. And finally, I would like to thank the International Labour Organization for the successful cooperation and support in the implementation of numerous projects, including continuous expert and technical support to our ministry in the process of drafting the Youth Guarantee Implementation Plan and in the implementation of the project which aims to improve regulation in the field of child protection against child labour abuse. And I would like to emphasize that in 2021, in cooperation with the ILO, the compliance analysis of legislation of the Republic of Serbia with the requirements of Convention No. 190 was conducted, and in the coming period we can expect the ratification of this Convention. Thank you for your kind attention, and I wish you every success in your further work. Thank you very much.

Ms Claudine Ndusi M'Kembe

Government (Democratic Republic of the Congo)

President of the Conference, Director-General, distinguished delegates. First of all, from this lectern I wish to congratulate the President and the members of the bureau on their election and in particular for the excellent conduct of our work at this distinguished assembly which is held during a very difficult period due to the severe consequences of the pandemic and the war in Ukraine. The fact that this conference is taking place displays the strategic role of the ILO in upholding the cause of decent work. The reports of the last two sessions by the Director-General illustrate the relevance and the need for a collaborative approach between the UN specialized agencies in order to deliver a coordinated response to these crises with their attendant impact on the lives of millions of persons. The report of the DG entitled 'Decent work and the social economy of solidarity 2021-22' is very timely given the massive job losses arising from the pandemic and the socio-economic global crisis which worsens poverty in the Member States of the ILO, in particular in developing countries. I recall that my country, in its eastern region, is facing constant attacks from terrorist groups. This situation brings about displaced persons which reduces profitability of companies, leads to job losses and therefore fewer opportunities for decent jobs. Therefore, the President of our republic has decreed a state of martial law in order to restore stability in that part of the country. The DRC shares the concerns of the ILC regarding the social consequences of the crisis on jobs and on poverty. The consequences have been disastrous, and we support all the efforts to remedy this. We commend the work of Mr Guy Ryder who has brought decent work as the chief theme for the work of the ILC. Mr President, the government of my country has made decent work, further to the Declaration of Abidjan, one of its key goals. And therefore, in November 2021, we signed a memorandum of understanding officialising cooperation with the ILO and upholding the Decent Work Agenda, and this is the 2021-2024 Decent Work Agenda.

In December 2021 the Democratic Republic of Congo adopted the strategic plan on universal healthcare. These programmes illustrate the Government's political will and vision shared by all stakeholders which put man and jobs at the forefront of the plan to reduce poverty, underemployment and unemployment in order to achieve the goals of sustainable development. We have just updated the list of work-related illnesses with a law on the fundamental principles of solidarity. Mr President, the Democratic Republic of Congo commits to upholding the ILO's efforts in order to ensure proper coordination during this period of crisis where the efforts of each Member State are needed in order to reduce the economic social damage, to save lives, to protect jobs and income. And finally, on behalf of my country and on my own behalf, I wish to thank the Director-General of the ILO and all of his team for their unswerving support and encouragement which have contributed to the progress which the Democratic Republic of Congo has achieved. Mr President, distinguished delegates, thank you all very much.

Mr Fortunatus Nwachukwu

Government (The Holy See)

Mr President, The Holy See would like to express its sincere appreciation to Mr Guy Ryder as he approaches the end of his second mandate as Director-General of this esteemed organization. Your tenure, Mr Ryder, has seen numerous moments of great import for the ILO, the world of work in general and the international community as a whole. My delegation congratulates you on your many successes, including most notably the Centenary Declaration for the Future of Work which rightly stresses the importance of a human-centred approach to addressing the many challenges facing the world of work today and in the years to come. I would like also to commend you, Mr Director-General, for your leadership in the midst of the most recent worldwide emergencies. During the pandemic, under your leadership, the ILO issued a Global Call to Action for a human-centred recovery from the COVID-19 crisis that is inclusive, sustainable and resilient. Mr President, while gathering and analysing statistics may be necessary in order to develop strategies to redress negative trends and implement structural transformation, we must never forget that we are not dealing simply with numbers and percentages but with human persons. In this regard, Pope Francis insists that service keeps human beings at the centre, looks to their faces, touches their flesh, senses their closeness and even, in some cases, suffers that closeness and tries to help them. Service is never ideological, for we do not serve ideas, we serve people. Mr President, these last years have been marked by several challenges: the climate and environmental crisis, the COVID pandemic and the protraction of armed conflicts and violence, including the most recent military conflict in Ukraine. All of which continue to threaten peace and stability all over the world. Mr President, at a time of heightened international tensions, we have to strongly reaffirm that no one can be left behind. Yet the only way to achieve this fundamental goal, which is at the basis of the United Nations 2030 Agenda for Sustainable Development, is through a common and universal commitment to putting persons before ideologies, to placing integral human development before military expenditure and to ensuring that the political interests of the powerful do not outweigh the needs and rights of the vulnerable. Mr President, this 110th Session of the International Labour Conference is also addressing the question of apprenticeship. While apprenticeships are an essential path to acquiring skills and experience, they must never be reduced to a means of cheap labour. Mr President, permit me now to conclude by quoting the address of Pope Francis on the occasion of the ILO's Centenary: "In today's interconnected and complex world, we

need to highlight the importance of good, inclusive and decent work. We need people and institutions that defend the dignity of workers, the dignity of everyone's work and the well-being of the earth, our common home." I thank you, Mr President.

Mr Claudio Moroni

President (Argentina)

Thank you very much indeed for those remarks. And that exhausts our time in this session for hearing from the list of speakers. And before we close the session, I would like to declare open the voting on Agenda Item 8, approval of the amendments to the Code of the Maritime Labour Convention. And I would like to give the floor to the secretariat to provide us with some information on the voting.

Ms Dimitrina Dimitrova

Clerk

Thank you, Mr President. The President is about to announce the opening of an electronic record vote regarding the approval of eight amendments to the Code of the Maritime Labour Convention. The amendments appear on the appendix to the first report of the General Affairs Committee, provisional record number 1A. The vote will be taken electronically through an internet-based platform. Once the President declares the vote open, the address of the start page will be shown on the screen and will be communicated in the chat. You will be able to connect to the platform from any device with access to the internet: a computer, a tablet or a smartphone. Likewise, tablets are available for delegates to cast their votes at the entrance of Room 20, here in front of the entrance of this room, and in Room A in the ILO Building. You must enter your user login, which is your email address, and the eight-digit pin code you have previously received by email. If you have not received your pin code or you have lost it, please contact credentials@ilo.org. As each amendment will be the object of a separate voting question, you will see a list of eight voting questions. The amendments have been given short titles describing their topic and the rule of the Maritime Labour Convention to which they relate. Once the selection between yes, no or abstention has been made for each amendment, delegates will be asked to confirm their ballot and will have their last opportunity to review their votes. The votes will be definitely cast only upon clicking on 'submit ballot'. Provided that the quorum has been reached, the vote will be closed and the results will be announced by the President to the plenary at the end of this afternoon's sitting. The secretariat will be present both in Room 20, here in this room, and in Room A at the ILO building to provide any necessary assistance. Thank you very much, Mr President.

Mr Claudio Moroni

President (Argentina)

Thank you very much, Ms Dimitrova. And with this I declare the voting open, and I would invite you to vote on this issue of great importance for the Organization and its constituents as quickly as possible. Ladies and gentlemen, having said that, I would like to thank you for your important and useful comments, and with this, this closes our second plenary session of the 110th Session of the Conference and we will pick up the discussion again after the break. The meeting is adjourned, ladies and gentlemen. Thank you.

Mr Alexandre Furlan

Employer Vice-President (Brazil)

Distinguished delegates, welcome to the third session of the plenary of the 110th meeting of the ILC. In the previous session, our chair said that we should not forget that COVID-19 has not disappeared yet, and so please do respect the obligation to use masks in the meeting rooms. In some moments, we will be discussing the report once again as well as the DG's report in line with the list of speakers as indicated. I would also like to remind you that this morning the electronic voting system was opened on Point 8 which concerns the Convention on maritime work from 2006, and it concerns the amendments. This is fundamentally important for the Organization and for its members. Now, if you have not received your pin code or if you have lost it, please write to credentials@ilo.org in order to retrieve one. Now let us continue with the list of speakers. I would like to invite our first guest, Mr Lerner, to take the floor. Then I would like to invite Gabriel del Rio Doñe to get ready so that he may take the floor immediately following Mr Lerner. Thank you. Mr Lerner, the floor is yours. Silence in the room, please.

Mr Peter Lerner

Worker (Israel)

President, Mr Vice-President, Excellencies, distinguished delegates and guests, shalom from Israel. On behalf of the Histadrut, I am proud to represent the working men and women of Israel at this 110th International Labour Conference. I want to congratulate the Director-General, Mr Guy Ryder, for this Conference and his leadership over the years. The last two years have proven that the ILO's position, led by Mr Ryder, of a human-centred recovery is the only way the world can get back on track to a post-COVID economy, address the future of the world of work and bridge the much-needed balance of power between all the social partners. Vice-President, this last year has been a time of mixed feelings for the workers of Israel. Feelings of hope but also feelings of uncertainty and anxiety. This week we marked one year since the new government was established. It came after two years of political instability, populist politicians trying to rally voters' emotions, and no budget, leaving the country and its workers in a state of limbo. This year we have thankfully seen all that change. In the last year, Israel has stepped up to the medical challenge, and today we are confronting the results of the economic pandemic. The Histadrut has continued to be a significant player at the decision-making table in Israel. The Histadrut initiated, campaigned and negotiated a package deal with the Government and the employers. The deal served as a core stabilizer in the exit of the initial phase of the pandemic. We demanded and achieved an agreement to increase the minimum wage, organize distance working, flexibility in the labour market, increased life-work balance and funds for deprived and exploited sectors. The ability to work together, social partners seeing the benefit of tripartism, with steps that have been essential for bringing the economy into full swing, fighting unemployment and recognizing the importance of the working men and women is only the initial stage of what needs to be done. Like elsewhere around the world, the cost of living and inflation is making life for those who toil in the factories, in the fields, in offices and in public service harder and harder. Decent wages for a decent day's work must be at the heart of individual economic progress. People before profit has to be the goal of governments and employers. To address this change, we have recently commenced negotiations for a new framework

agreement in the public sector. We believe that the agreement will improve the status of the working person in Israel and contribute to growth in the economy. In Israel, we are still experiencing inequalities in the workplace as the wage gap continues to be around 25%. We believe that the labour market is a mirror image of our society. Therefore, we are concerned of and we take concern for diversity, inclusion and equality in employment because it is key to developing and growing all parts of society. Diversity is an important value that can strengthen Israeli society, cleanse it of institutionalized racism, shatter prejudices that have no place in today's world and make society better. It is our responsibility, workers, governments, and employers, to promote the workspace where everyone feels safe and receives the appreciation that respects their individual contribution and uniqueness. Conference, we work every day to support, advocate and fight for Palestinian workers' rights in Israel. We negotiate, we conduct occupational health and training seminars, together with the social partners we conduct upskilling in industry and we conduct workers' rights seminars for workers in the hotel sector. We believe that the path to the solution of the conflict between the State of Israel and the Palestinians passes only through the negotiating table. Unilateral actions will harm us agents of the peace process, prevent a return to the process of peace between peoples and perpetuate the hostility in a way that casts a heavy cloud over the possibility of resolving the dispute. We must therefore focus on constructive acts rather than dispute, hostility and boycotts that are counterproductive and do not promote understanding between Israeli and Palestinian workers. Finally, I want to take this opportunity and call on those that want peace in our region to join us and explore ways to cooperate in different ventures across various sectors to promote Palestinian workers' rights and their vocational training in Israel. We, the workers of the region, know that this is the only true way to create understanding and trust between Israeli and Palestinian peoples and workers which are essential for our joint goal of peace and reconciliation. Thank you, toda and shalom.

Mr Gabriel del Rio Doñe

Worker (Dominican Republic)

Good afternoon, friends and all of you. Chair, congratulations on your election, and I would like to welcome everybody that is present at this important ILO assembly. Now, in this country, democracy is strengthening as the workers are the living blood of the country and they are escaping poverty and incorporating a productive life in order to achieve dignified forms of life with their families as true human beings. Now, despite the negative impact of the pandemic on the economy of the country, it has recovered by 90%, and this is the fruit of the effort of the workers, entrepreneurs and the Government. Now the GDP is 4.7%, and it was such at the end of 2021. This is one of the greatest growth rates in Latin America, but it has not yet been sufficiently reflected on the lives of most workers. The President of the country, Luis Abinader, has made great efforts in terms of the control of the pandemic, with vaccinations provided to the population and more healthcare coverage provided to over 2 million people as well as inclusion in the social security system and in social schemes. This has allowed the improvement of the quality of life of the poorest and the increase in pensions as well as an increase in employment. Now, unfortunately, there have been problems despite the meaningful support provided by the President. We have improved the salaries of all the economic sectors of the country, but the impact of the pandemic has really had a true negative effect on the world as well as the unjust intervention of Russia in Ukraine. We are now experiencing inflation for the most basic products, and this is affecting everybody. Now we must also recognize the progress that has been

made by the national vocational training institute which is allowing us every day to improve the skills of young people so that they may achieve decent work. We are also making the necessary efforts with trade unions in order to have a programme to focus our actions in a unified fashion to look for solutions for problems that affect us, such as freedom of association and social security. The aim is to make progress. Despite our efforts, we must make even more progress thanks to the trade unions. Workers are afraid sometimes of getting organized and to unionize themselves between they do not want to lose their jobs, but we do as much as we can and despite the fact that many business sectors violate our rights because they say that the best type of trade union is a non-existent one. Our endeavours are manyfold in tripartite dialogues. We are involved, for example, in the advisory labour council which receives the support of the Ministry of Labour and the social and economic committee. Despite the problems that are affecting us as a third world country, we strive to find solutions to achieve greater human dignity and a more cohesive society. I would like to congratulate Guy Ryder, and I hope that in the future the ILO will be just as productive as it has been under his control. Thank you very much.

Mr Anar Karimov

Government (Azerbaijan)

Dear Mr President, Director-General, ladies and gentlemen, I would like to take this opportunity to greet everyone and express my gratitude to Mr Guy Ryder for his report that envisages consequences of the global pandemic as well as new initiatives and recommendations for the establishment of social justice, fundamental labour rights and principles. In 2021 the COVID-19 pandemic left a negative footprint on the economic and social spheres in all countries regardless of their level of development. Despite the implementation of large-scale social support packages, the number of people living in extreme poverty has increased by 77 million and the use of child labour is rising again after decades of considerable progress. In Azerbaijan, the Government's policy is primarily based on ensuring the coverage of social protection, creating access to convenient and transparent labour and social services, applying innovative solutions and strengthening social protection of low-income families. Over the past three years, three packages of social reforms covering 4 million people were implemented with additional annual funding of 6 billion manats, about $3.5 billion. DOST centres created to provide 154 social services from a single platform, transparently and efficiently, have already gained high user satisfaction. 110 social and employment services are fully automated, and half of them are implemented as proactive services. As a result of the 44-day Patriotic War in 2020 the occupied territories of our country were liberated from the armed forces of Armenia. The liberated territories will be transformed into green energy zones. Smart cities and smart villages will be built, giving priority to innovation and technology development. Dear Mr President, now I would like to deliver a short statement on behalf of the Non-Aligned Movement chairmanship. Since the outbreak of the pandemic NAM has played a key role in mobilizing global efforts to address its impact through successful initiatives such as the special session of the UN General Assembly in December 2020 and adoption of resolutions on equitable and universal access to COVID-19 vaccines by the Human Rights Council and General Assembly. NAM does believe that it is through a coordinated response the globe can craft strategies to recover from the pandemic. In this regard, we welcome the initiative by the President of Azerbaijan in his capacity as the chair of the Non-Aligned Movement to convene the next summit of the NAM Contact Group in response to COVID-19 on post-pandemic global recovery.

We reiterate the Centenary Declaration's call for a human-centred approach for inclusive, resilient and sustainable recovery from the pandemic. The Movement also reaffirms the Global Call to Action which commits countries to work for recovery from the crisis, calls for policies prioritizing decent work for all and addressing inequalities. We call upon the ILO to support its Member States in implementation of strategies that leave no one behind. In conclusion, once again we extend our sincere appreciation to the outgoing Director-General, Mr Guy Ryder, for his excellent leadership, guidance and extraordinary contribution to the ILO over the past decade. We also congratulate Mr Gilbert Houngbo on his election as the ILO Director-General and look forward to working with him to address the multiple challenges faced by the world of work and social protection. Thank you for your attention.

Mr Nasser Aljaryad

Worker (Saudi Arabia)

Excellency President, Excellency Director-General, ladies and gentlemen, peace be upon you. It is my pleasure at the outset of my statement to address you, Excellency. Our congratulations on your election to preside over the Conference this year, and we would also like to congratulate your vice-presidents. Wishing you success in guiding our deliberations. I would also like to voice our thanks and appreciation to His Excellency the DG of the ILO, Mr Guy Ryder, for all the efforts that he has made during the foregoing period, in particular during COVID-19. And we would like to indicate as well that he has succeeded in choosing the excellent subject, which is LDCs, crises, structural transformation and the future of work. In particular, we pay tribute to his efforts to address the situation of the Arab workers in Palestine and the occupied Arab territories and the efforts to support workers there. Ladies and gentlemen, the challenges that are faced by workers all over the world and in our region would require for us to make every effort to ensure decent work for everyone. My country, the Kingdom of Saudi Arabia, has seen great economic advances and developments in a record period of time on the basis of ambitious objectives through our Vision 2030 and through our adoption of a programme for the development of human resources which seeks to enable the citizens to acquire the skills that would render them competitive at the international level and to develop their skills in line with the future of the work market. Also to strengthen the work culture and lifelong learning. However, the challenges remain great, especially where it concerns the future of work and the opportunities that would keep abreast of the transformations of the world economy to the digital economy. In the national commission for workers' committees we have adopted a partnership in the promulgation of laws, our economic and social policies and our tripartite dialogue, all to seek more strengthening of decent work, social justice and effectiveness. And that yielded a number of initiatives to improve the contractual relationship in the private sector, and this seeks to improve the relationship between the employer and the worker. This, in turn, is going to make the labour market more attractive, will be more competitive and will make it more attractive to local manpower and migrant manpower. All of that has led to a number of other initiatives like the programme for the registration and the digitization of work contracts, the protection of remuneration and the peaceful resolution of disputes. Great stability has been noted in the Saudi labour market. Also, the Kingdom of Saudi Arabia has sought to enable women and to empower them through a number of programmes and initiatives, including the remote work opportunities and those that provide flexible work for women and that would enhance more their participation. We note that women's participation in the labour market at the end of 2021 was 35.6%, an

increase of 15% over the past three years. Also there have been a number of achievements during the past period because there has been cooperation between the three parties to the process of production where we seek to create the work environment that is safe and that is secure without any risks or hazards. God willing, we will continue making every effort in order to ensure the rights of workers in my country. In conclusion, I would like to extend to you our sincere wishes for success in this Conference. And we would also like to congratulate Mr Gilbert Houngbo who has been elected as the 11th DG of the Organization. We extend to him our wishes of success. We are very hopeful that he is going to continue all the efforts in order to improve the work conditions in our world. Peace be upon you.

Mr Boukary Ibrah

Government (Niger)

President, DG of the ILO, distinguished delegates, ladies and gentlemen, it is a great pleasure and an honour for me to be taking the floor before this august assembly, our privileged framework for dialogue and exchange on all matters relating to the field of labour. First of all, I would like to thank the Director-General of the ILO, Mr Guy Ryder, for the quality of the reports submitted to us, especially that one dealing specifically with least developed countries, taking into account the crisis, structural transformation and the future of work. The new DG-Elect, Mr Gilbert Houngbo, we would like to congratulate as well and to wish him every success in his mission. President, the 110th Session of the ILC is taking place at a time when the world is beginning to recover from the COVID pandemic, and its psychological and health consequences have been very trying for humanity as a whole. The choice in particular of the LDCs as a principle theme for our discussion seems to us to be particularly relevant. My country, Niger, fully shares the vision of the ILO in promoting in our countries the strategic policies that will lead to growth, increase in production and economic transformation in order to stimulate growth and helping enterprises, employment and revenues and income, as well as to deal with the consequences of COVID-19 in the workplace, as well as through promoting social dialogue and also collective bargaining. My department in my ministry is looking at modernizing employment and social protection through promoting tripartism and dialogue, through revising labour codes, transforming social security, having a national conception as well, and a number of other priority and innovative measures. President, I would like to reiterate to the leadership of the ILO, to transmit the thanks of my country for their expertise, for helping us and assisting us in carrying out the reforms I have mentioned and also to express the hope that certain concerns will be dealt with as a result of their strategic importance. We would particularly like to ensure full adhesion of governments, employers and workers for a new vision of the general direction and leadership of the ILO, which is based on decent work, resilience, innovation, ensuring a rapid economic growth and ensuring that we achieve SDGs 4 and 8. Thank you very much.

Mr Jamal Kadri

Worker (Syrian Arab Republic)

Director-General, ladies and gentlemen, first of all I would like to express my congratulations to the President of our ILC for his election. And I would also like to thank the Director-General, Mr Guy Ryder, for his annual report on the functioning of

our conference and which deals with a number of things, including the world of work, and which in particular deals with the problems of the workers in the occupied Arab territories. I would also like to thank those subjects mentioned here which are part and parcel of their rights at work, and this will help to ensure the rights of the worker. Our conference is being held after a long interruption as a result of COVID-19. The situation has been very difficult for all the countries of the world, in particular for our Arab region. It has also had consequences and led to very difficult situations as a result of COVID. It has had consequences on the workers and their salaries. Our region has had to deal with a number of difficulties. Above all is the occupation by Israel of the occupied territories and the Golan Heights. We have been targeted directly as workers, and this is a flagrant flouting of the Conventions that refer to it. The whole world has seen before its very eyes what has been perpetrated by the occupying forces on a daily basis. And unfortunately, this is something that is continuing by people who refuse to stop their evil work. It is including the flouting of holy areas. This unjust war declared by countries that finance and support these forces, this war that has been declared on our countries, one of the tasks facing the whole of humanity, these are groups that are financed by the enemy groups of our region and come from afar as well. These terrorist groupings have targeted our schools, our enterprises, our industrial zones and have deprived us of our principle resources such as oil and gas as well as food. This is a coup against our resources and the efforts we are making. The terrorists, through their attacks, have worked hand in hand with other terrorist organizations that have affected our zones. Unfortunately, these are often entities that support terrorism. This is an action that has principally been orchestrated in order to strangle the Syrian economy and that stops us from helping the Syrian people and to hamper our efforts at reconstruction. We see that the unilateral illegal actions and embargos imposed by certain countries, obviously without any respect of international decisions, are punitive in their action. And that is why we are requesting the ILO to consider these measures to be illegal on the world of work and to view them as subjects that have to be taken on board in the next programme of the coming ILCs. When it comes to Syrian refugees, today and tomorrow they are being exploited by flagrant criminal groups striking against our people. And of course there is this war that has been struck against our country. We are forced to look at those matters from the point of view of the whole of humanity. We have seen other countries who are taking on refugees and are greatly damaged by the waves of refugees affecting them. We are also asking the host countries to respond to the appeals made by the Syrian State when it comes to returning refugees and in particular in responding to the appeal for general amnesty for those who want to return. We also want to receive assistance in order to promote our actions implemented in order to help refugees come back home. And we would finally like to thank the DG for all the efforts that have been made during his mandate, and we would like to thank him. And congratulations to Mr Houngbo for his election.

Mr Daniel Funes de Rioja

Employer (Argentina)

Chair, as the president of the Argentinian UIA, I would like to congratulate the Chair of this Conference, and I would like to congratulate Minister Claudio Moroni who has the important role here but also in the promotion of social dialogue for the future of Argentina. Now I would like to extend my gratitude and the gratitude of employers to the Director-General, Mr Guy Ryder. For over a decade he has been responsible for leading the ILO and making its agenda stronger on the basis of active tripartism. We are going through hard times. The pandemic has demonstrated that economic growth

and social inclusion has to be a true objective, and this is truer than ever before. We have to work in a united fashion, and we have to deal with the difficulties that the health crisis has provided in developing countries: access to healthcare, to vaccines and so on. We need policies to put the production units on their feet again. In addition to the pandemic, the Russian invasion of Ukraine has had a severe impact on access to goods and services, with rising costs and problems in the production chains. Also, technological transformations, innovation and environmental sustainability require changes to our productive systems. These changes are indispensable and require investment, predictability in terms of the rules of the game and the development of skills and the creation of jobs that are in line with the situation. Only in this way will businesses and jobs be created, especially SMEs. It is thanks to access to technology that we will be able to promote global wellness for everybody. And it is only this way that economic growth will be possible in line with social inclusion, so a consensus has to be created. The only real and effective way to reach our goals is through qualified, formal, registered and socially protected work, so employment and employability should be at the heart of this. The tripartite dialogue that is promoted by the ILO is the instrument that will allow us to establish public and foundational policies in this respect. Our mission is to transform the situation and to revert injustice, frustration and despair. Of course, every single country will model its own agenda depending on the rule of law, democracy, market economy and private initiatives in line with fundamental labour rights. Indeed, these principles and values are sustainable and they are not options. Indeed, a coordinated strategy with public-private participation is required. Today our agenda is that of development, especially for SMEs, productivity, competitiveness and labour inclusion. Basically, what we want is progress. Argentinian businesses, we confirm that we are fully committed to active and effective tripartism. Thank you.

Mr Dimitar Manolov

Worker (Bulgaria)

Honourable President, ladies and gentlemen, delegates, we are living in turbulent times characterized by numerous challenges, diverse and dynamic, that not only Europe but the whole world is not ready for. Two years ago when our focus was mainly oriented to the adaptation of the labour market to the large-scale changes due to the digitalization and the green transition, we were badly hit by the spread of the coronavirus. Those new challenges are not underlining the necessity to undertake more decisive steps to strengthen labour rights in the manner that will secure working people not any more to bear the negative impacts from the wrong political decisions. Workers need to be really empowered and to enjoy with effective, not only on paper, opportunities to get organized and to negotiate collectively the respect of the fundamental labour rights for refugees in the host countries and the possibilities to eliminate social dumping practices. After the first effort to welcome them and to provide secure accommodation and coverage of basic needs, now we have to make a second effort, namely, to push for their integration to the national labour market. In that sense, it is necessary to establish the relevant communication channels which have to provide Ukrainian people with up-to-date information about the national legislation, especially concerning employment rights and on the existing mechanism for job protection, the protection of labour rights during the transition [vgr INAUDIBLE 1:55] economy. We are fully understanding the necessity to minimize all effects of human activities on the nature. However, future difficulties which will surely arise, first from the implementation of the already planned drastic changes in the production of

energy and second from the economic sanctions by some industrial sectors, must not be shifted only to workers. It is not sufficient for political leaders just to declare that no one will be left behind. It is imperative to undertake real steps to guarantee effective enforcement of social labour rights, otherwise the green transition will not happen. It will be jeopardized by the resistance of its own potential victims. Honourable President, dear ladies and gentlemen, delegates, global problems are requiring global solutions. Even the fact that some of those difficulties are new, we already have the relevant tools to minimize their consequences. Social dialogue and partnership are the well-recognized and established tools to guarantee and improve workers' well-being. They will provide the recognized place of working people in the production process. They secure the employees' representation and direct involvement in the collective negotiations with employers and government officials. The ILO disposes of both knowledge and mechanisms to be an effective, corrective and measured driving force to guarantee compliance with the core labour standards and to strengthen workers' rights in the framework of social partnership. For sure, when social dialogue is not effective, we have the possibility to organize strikes, protests and other actions to demonstrate our discontent. In this regard, the ILO is the body which guarantees not only the social stability but also the security of our societies in the changed world we are already living. Thank you.

Mr Khalifa Mattar

Employer (United Arab Emirates)

Thank you very much, Chair of the ILC. Ladies and gentlemen, I am very happy to have been given the floor on behalf of the Arab group participating in this 110th Session of the ILC. First of all I would like to congratulate the Chair of our Conference, and I wish of course every success to Mr Gilbert Houngbo, the next Director-General, and would like to congratulate Mr Guy Ryder for all the work that he has done during his mandate. Ladies and gentlemen, the ILO and the members of the Arab group have seen a change in paradigm. We have just emerged from the pandemic, which has had a tremendous effect of course on our economies over the two years. And many economies have totally shut down, and this has led to a great increase in unemployment, in employment possibilities and in productive structures. We have paid a tremendous price for the policies of lockdown, especially when it comes to the supply chains and the logistic chains. The countries with the lowest incomes have been the most affected when it comes to the health structures for taking care of their patients. The ILO and its members, of course, have looked at their resources and tried to palliate the consequences of this pandemic as much as possible, and a great deal of support has been given to my region, to the most vulnerable strata of our population. But of course there are the long-term consequences of the pandemic on all economies of the world. We have a great need of assistance in order to counter the climate change effects, especially when it comes to grain. Today grain is something we have a great deal of difficulty with, especially when it comes to Russia's invasion of Ukraine. We also have problems with oil and gas, and that in turn affects employment of course. When it comes to unemployment, there is a continuing growth in unemployment, and this of course has affected all three productive paths, and this requires for us to be able to meet the challenge to counter the negative effects. Ladies and gentlemen, the report of the DG of this year is structured around LDCs. Our group of States is the most affected group it seems to us. This is not something that we expected. The emerging crisis demonstrates this for the Arab region, and that is who I am speaking on behalf of. When it comes to North Africa, we are very much affected by this situation in the

labour market. And when it comes to sustainable development, social development and its structures, Palestine, of course, is the number one question in all our minds. This is the question that we have to take on board above all. The situation of the labour market in Palestine, of course, is deplorable as a result of the occupation of Israel and also as a result of the very low level of assistance that we have received here. The Arab Summit has called for a meeting for donors to meet in coordination with the Arab organization for employment, and this is a very positive step forward. I wish every success of course to our conference, and I hope that all the countries, all the donors, everyone involved should participate in the meeting of donors which is organized for Palestine. Thank you.

Mr Ismael Drullet Pérez

Worker (Cuba)

Chair, DG of the ILO, delegates and guests. Two years have now gone by, but COVID-19 is still impacting the social conditions of a great deal of the world population, especially workers, and it is having great impacts on their families. This has also had an impact on the global market with millions of jobs lost. The world of work has been affected severely, and the Centenary Declaration of the ILO did not take into account, of course, what would happen in the pandemic. The pandemic has impacted 255 million full-time jobs in 2020, and the recovery process underway is now very incomplete and very unequal. It is a very difficult situation for a large number of people across the globe, so the global workers are finding it very difficult to recover from the impact of the pandemic. Little by little, some workers have gone back to work and they are still respecting the barrier measures that are required in order to protect themselves from the illness. It is important to note our humanist adoption of measures in our country. Despite poor measures to deal with them, we have been able to show good results in terms of controlling the spread of the pandemic. In Cuba, over 36 million vaccines had been administered, vaccines of Cuba's own making, and helping the population. We have managed to vaccinate the population that required vaccination, including children and teenagers up to the age of 18. Most of the decisions made in the country have been positive, but the humanitarian situation and other guarantees have been impacted. However, progress has been made. The economic market and financial impacts have been severe. Over 140 measures of the US have been implemented. For example, Cuba was unable to buy ventilators at the time of greatest need as well as other important materials in order for us to carry out our vaccination process. Director-General, the fight against the pandemic and other ills that are affecting humanity require multilateral collaboration as well as humanitarian aid that is unconditional which requires international solidarity and access to resources. This is a tragedy, and many doctors went to over 40 countries in order to perform altruistic work in the name of healthcare. As a consequence of this, Cuba and its workers commit to continue acting out in solidarity on an international level. We have learned that being patriotic is being humanitarian. We are fighting for a new world, for a more human world and for equal rights for all. Thank you very much.

Mr Paul Mavima

Government (Zimbabwe)

Mr President, I take this opportunity on behalf of the Zimbabwe tripartite delegation to congratulate you and fellow officers of the Conference on your election

to preside over the 110th Session of the International Labour Conference. My delegation has confidence in your stewardship, which has seen us successfully holding the Conference in a blended format notwithstanding the challenges placed before us by the COVID-19 pandemic. Let me at the outset thank the Director-General, Mr Guy Ryder, for his last report to the ILC, 'The least developed countries: Crisis, structural transformation and the future of work'. This report, which resonates with the 1944 Philadelphia Declaration that poverty everywhere is a threat to prosperity everywhere, aptly keeps alive the founding philosophy of our organization. Indeed, leaving the LDCs behind is a threat to the global society in general. Your report, Director-General, pertinently tells the story of the LDCs given the fact that the COVID-19 pandemic has negatively affected their progress that was already lagging behind the pace required to achieve the objectives of the 2030 Agenda. Indeed, the labour market of my country, like those of the LDCs category, was severely affected by the [vgr INAUDIBLE 2:31] of the COVID-19 pandemic. It was, however, through the strategic leadership of the Zimbabwe Second Republic, coupled with strong orientation towards social-dialogue-led COVID-19 containment and management measures that our response to COVID-19 was highly effective comparative to other countries in the region and beyond. We urge the Office to redouble its efforts in helping member countries to strengthen social dialogue systems as the most viable vehicle to build better from any crisis. Mr President, we also appreciate the proposed ILO strategy on LDCs highlighted in the Director-General's report which intends to enhance the ability for LDCs to achieve structural, economic and social progress, allowing for graduation from the LDC category. It is, however, our considered view that the human-centred approach espoused in the Future of Work should be the guiding principle in the envisaged structural transformation. This position is premised on the memories of the pains and tribulations that resulted from structural transformations foisted upon most developing economies in the past which missed the human factor in development. My delegation agrees with the proposal that seeks to prioritize increasing productivity for the structural transformation given the weak productive capacity in most LDCs and most developing economies like my country. I am glad that this is the road we have agreed upon in Zimbabwe with our social partners as we finalize the establishment of the Zimbabwe productivity institution. Our National Development Plan for 2020-2025 also benefits the drive towards productivity as enabler for the necessary transformation towards Agenda 2030. Indeed, the report identifies high levels of informality in LDCs as an issue that needs to be addressed to promote decent work opportunities in these countries. Mr President, in our case, the Government of Zimbabwe is finalizing a national strategy towards formalization. We aim to provide best practice lessons for those in the LDCs and developing countries through operationalization of this strategy, and I would like to thank the ILO for the support that they are giving us. The Decent Work Agenda [vgr INTERRUPTION 5:49] remains relevant to the structural socio-economic transformation in sustainable development. Zimbabwe has implemented three generations of Decent Work Country Programmes and we are finalizing our fourth. It is important for the ILO to promote mainstreaming of decent work across the LDCs through revising Decent Work Country Programmes to reflect current realities and to put on track national priorities aligned to global and continental frameworks. For us, Agenda 2063 of the AU [vgr INTERRUPTION 6:27] and the Abidjan Declaration remain our most relevant. Mr President, the COVID-19 pandemic and its effects put test to multilateral support, and we encourage this support to be redoubled. Let me finish off my intervention, Mr President, by thanking the outgoing Director-General for excellent work during his tenure. Mr Guy Ryder, you left a good legacy and an indelible mark in the world of work. My delegation wishes you well in all your future endeavours. I thank you.

Mr Abdulghani Alsayegh

Employer (Saudi Arabia)

Chairman of the ILC, Vice-Chairs, Director-General, ladies and gentlemen, may the blessing of God be with you. Ladies and gentlemen, I would like to congratulate you for having organized these meetings face to face, and on behalf of Saudi Arabia I would like to congratulate the Vice-Chairs of this Conference for their election. I would also like to thank the DG and his team for all the efforts that have been made, and I would like to thank them for the reports we have received, in particular the report of the DG on the situation of Palestinian workers in occupied territories. This reality is well known to us all. Ladies and gentlemen, the report of the DG has concentrated this year on the aspect of LDC workers. Now this does not mean that the labour market in more developed countries has not been affected by some of these problems. Nevertheless, the developed countries have been able to limit damage and have been able to implement the structural reforms called on by the report, and this has enabled some countries to keep a sustainable economic growth. In the same way, the digital economy has demonstrated that this is today a fact, and this has led to the necessary transformations to sustainable growth which is why today we need to find new paths mentioned in the report. That is to say to highlight science and innovation and make it available to the labour market. As I have said before, and it states in the report, we need to exceed traditional ways and means. Now, workers have seen a great many problems globally as a result of COVID-19, and this situation has led us to take the necessary measures in order to be able to counter these negative effects. In the Kingdom of Saudi Arabia it has become obvious that we need to review our priorities as well as the methods of work and the way that we counter these crises or respond to them. And that is why we have had recourse to tripartite dialogue. This dialogue has already been tried and trusted and it has enabled us to achieve success through bilateral and tripartite dialogue. Each one of the parties has made substantial efforts, compromised, and this has enabled us to see success for a number of initiatives, including those put forward by workers. We have been able to ensure access financially on behalf of the state. We have been able to reverse some of these trends and to assist the SMEs. We have also been able to pay 60% of salaries over that period, and we have also counted through remote work. The Employers' group in Saudi Arabia has committed itself to cooperate together with the Government in order to implement the 2030 Vision in Saudi Arabia. This cooperation already started before the pandemic and has contributed to strengthen economic growth. This has enabled us also to go through the pandemic without too much damage, and today we work together with and cooperate with the Government in order to speed up economic recovery. Ladies and gentlemen, I wish you every success in the work of this conference.

Mr El Miloudi El Mokharek

Worker (Morocco)

Chair, Director-General, ladies and gentlemen, representatives of governments, employers and workers, trade unions, I would like to address myself to you on behalf of the Moroccan Labour Union and Moroccan workers, wishing you every success during the work of this 110th International Labour Conference while paying tribute to our agenda as well as the report of the DG which has brought up the most important primary subjects that we are supposed to deal with during these sessions. The health crisis of COVID-19, geostrategic mutations, war, cost of energy, all these are factors

that have disordered the whole of the world plunging workers and world populations into chaos. Tens of millions of workers have lost their jobs and others have been exposed to precarious work. The situation such as it is, which is dark and alarming, recalls to us the need, more than ever, to strengthen the rights of workers, to innovate social protection models and other social security safety nets that are reliable. And here the ILO has a great role to play. The experience of my country, of Morocco, and thanks to the new government that has been set up in October 2021, we have been able to overcome the ups and downs of the present crisis well in adopting a concerted approach which is rights based, including access to decent work, to healthcare, to social protection and education for all. We have been able to install a frank and sincere social dialogue to conclude social agreements on 30 April of this year institutionalizing social dialogue and including substantial improvements in the income of workers and their social situation. The Moroccan labour union, as the main trade union organization of the country, has played a central role in the success of the social dialogue. Our ILO, with its founding values, with tripartism at its back, has always taken decisions by consensus and has brought appropriate responses in the case of any crisis. And it is in this spirit and with the same will that has animated and guided us through previous crises that our present world parliament of work is called on to strengthen the standard-setting action of the ILO through the support of the control and supervision of norms, in particular those relating to union freedoms and also to adopt measures to ensure the governments and employers give due place to social dialogue and collective bargaining as levers for productive economies and setting up decent work. Also to bring in multinationals and to help them acknowledge their commitments to international standards in order to respect rules to guarantee decent work. Ladies and gentlemen, I cannot conclude without paying tribute to Mr Guy Ryder, the present Director-General. First of all for his report on Palestine and the occupied Arab territories as well as a major leader who has taken social justice on board during his mandate and has brilliantly filled his mandate leading the ILO. I would also like to congratulate Mr Gilbert Houngbo, the new Director-General-Elect, and also Mr Albert Thomas who was elected in 1919 which pays tribute to Africa and all the workers of the world. And so we are convinced that you have every quality necessary to take up the challenges of the future and to give the ILO a new vision. Thank you very much.

Mr Bassolma Bazie

Government (Burkina Faso)

President, honourable delegates, I would like to transmit the fraternal greetings of the highest authorities in Burkina Faso at the 110th Regular Session of the ILC. The face-to-face meeting of this session of the ILC in Geneva represents a symbolic victory over the COVID-19 pandemic. I would like to pay tribute to Mr Guy Ryder, the Director-General of the ILO, for all the efforts made throughout his mandate. I also welcome the election in March of this year of Mr Gilbert Houngbo to the head of the ILO and to transmit to him congratulations and to wish to him every success in his difficult task. The Report of the Director-General submitted to the examination of the tripartite constituents reflects the worrying situation that our countries find themselves in. In fact, our countries have greatly crumbled under the weight of the negative effects of the structural adjustment programme which imperils socio-economic development, and this has led to health and safety challenges. The scourges that affect the peoples of the world, including Burkina Faso, that is the rising costs of living, terrorism, degradation of moral values, bad governments, violation of liberties, pillage of

resource of the countries, lethal policies, inequalities, corruption, madness of accumulation, institutional terrorism and the lies of state all affect us. We pay tribute respectfully to the memory of all the victims. And here the Government of Burkina Faso would like to reiterate its gratitude to friendly countries thanks to their assistance in a very difficult period during which time eight miners in the zinc mine of Perkoa have been declared disappeared, and unfortunately six have been recovered dead. In addition to that, there are legitimate concerns on health and safety at work, and we call on the conscience to instore genuine equality throughout the world. And this affects all four corners of the world. The humane conscience recommends the same problems in reactions of solidarity. And as we are leaders, let us be just, because it is only through social justice that we will achieve social peace. And here the ILO needs to play its full role through its actions which should be in line with the efforts already made by the people and should be consistent with efforts made by governments. And that is why I truly appreciate the DG's appeal of the ILO, and here I fully support the report that we need to pay more attention to the LDCs. We need to take into account a structural transformation strategy which will enable enterprises to develop and to ensure the effective social protection of the workers. And here we are fighting for sovereignty and well-being. It is through exemplary and proactive solidarity that people will be victorious. Long live the ILO. Long live our people. Thank you very much.

Ms Bente Sorgenfrey

Worker (Denmark)

Chair, Director-General, excellencies, delegates, friends. In the beginning of this year I was confident that the COVID-19 crisis would soon come to an end and we would see positive signs of change on the horizon. Today we all know I was wrong. Russia's unjustified invasion of Ukraine has thrown the world into a new disaster. More than 13 million Ukrainian people have been forced to seek refuge in other countries or as internally displaced. The invasion has united people behind the call for Russia to end the war and to support Ukrainian refugees in their new temporary destinations. But we must also remember that many other crises are in the world. I have just visited refugee camps in Jordan and in Lebanon, and here the need is also great. The ILO tries to help, but there is still a need for focus here and in many other countries. Therefore, we welcome the report and the focus on the people of the 46 least developed countries. We stand fully behind the Global Call to Action for a human-centred recovery from the pandemic. To ensure that no-one is left behind, we need to focus on the pressing needs in the LDCs. We need a new social contract if we should live up to the commitment that no-one should be left behind. The ILO estimates that $123 billion would be enough to provide basic child, maternity and disability benefits, old-age pensions and essential healthcare to the populations in all LDCs, and that is affordable. Such a social protection floor combined with other tools should be delivered soon. A forward-looking trade policy, responsible supply chains and due diligence must be realized in the coming years. I will mention a not yet solved issue derived from the Report of the Committee of Experts. In 2020 the committee requested the Danish Government to ensure that Danish trade unions, in the collective bargaining process, can freely represent all their members working on ships sailing under the Danish flag whether they are within or beyond Danish territorial waters. No real progress has happened so far. However, the issue has recently been on the agenda of the Permanent Danish ILO Committee, and I hope a solution will be found. I will end by expressing a sincere thanks to you, Guy, for the excellent work you have done

throughout your ten years at the helm of the ILO. You have demonstrated a true passion for tripartite cooperation and we wish you all the best in the future. Thank you.

Mr Mohamed Mahmoud Ahmed Saafan

Government (Egypt)

President, Director-General, GB Chair, ladies and gentlemen, I am very happy to see you all here after two years, during which the pandemic has established new ways of life and work for us. And I would like to thank here Guy Ryder for all the work that he has done, for the very positive success that he has achieved as DG of the ILO. And here I would like to also congratulate Mr Gilbert Houngbo, the first African to be nominated as DG of the ILO. I have examined very carefully the DG's report on the LDCs and the structural crisis and the future of work. I have looked at very important subjects relating to the nature of work in those countries and the way that they respond, the policies adopted by the ILO to assist them in this situation, and I have also taken note on what has been done by all of us in order to help the LDCs. The pandemic has had some very negative effects throughout all the countries of the world: loss of jobs, the decrease of social protection, the increased cost of living, the lack of basic products. The pandemic has had some very negative effects on the labour market. In spite of all those difficulties, Egypt has been able to limit the loss of jobs and to keep a growth rate which was positive. The Government has also undertaken a number of transformations as to the structure, which has enabled the economy to survive during the pandemic. The President of the Republic has also taken some measures in order to help workers, providing them with direct financial assistance, and this has been made available to employers as well as workers. We have seen a national strategy established on human rights, which has covered rights at work, freedom of expression, protection of women and children and the disabled. At the moment that I am speaking, in Egypt we are holding elections for trade unions, and those who are elected will be elected for four years. They are also ensured transparency and independence. The Egyptian Senate has adopted a draft law on new ways of working, and this bill has been submitted to Parliament not so long ago. Egypt has always tried to abide by international labour norms and standards, and in this way we have tried to organize women's work in order to prevent night work for them, to have better regulations and to ensure gender equality. For the young we have developed centres for information and apprenticeship in order to respond to the needs of the young and the labour market requirements. Ladies and gentlemen, we would like to condemn very much what has been done by the occupying forces in the Occupied Palestinian Territory. Indeed, this affects every layer of Palestinian society. We have seen the young decimated. Those in charge also have been severely affected in the occupied Arab territories. We have tried to find peaceful solutions, and we are making this request even now. We are calling for a peaceful settlement of the problems of Palestine and a reduction of tensions which are a source of instability for the whole region. And in conclusion, Chair, we would like to thank all those who have dealt with the preparation for this session. Thank you.

Ms Sotiroulla Charalambous

Worker (Cyprus)

Mr President, dear brothers and sisters, for many years now, working people all over the world have been experiencing the effects of a vicious globalization and the

imposition of neoliberal policies that have resulted in poverty increasing and led to growing socio-economic inequalities. The coronavirus pandemic has deepened pre-existing social and economic inequalities and often been used for launching new attacks on labour, social and trade union rights. At the same time as all of this is underway, spending on military industries and armament is increasing. Thousands of lives are being lost in local and regional conflicts for the control of resources and energy. The escalation of armaments is not the solution but, on the contrary, puts world peace in danger. In these conditions, it is extremely important that the ILO Conference, with the result it will produce, should send out a clear signal for the promotion of policies on a global, regional and local level that should seek to combat inequalities, promote development to serve people's needs and shape a future based on dignified work and social justice. But how can we create a better future for labour when labour rights, trade union and democratic freedoms are violated, when instead of stable and work with rights, various new forms of employment are being promoted such as teleworking or work with zero contracts or bogus employment which intensify exploitation and increase the profits of the multinationals? To safeguard the future of work, answers must be sought that should not be based on the terms of the ruling neoliberal policies. Policies that enhance the welfare state and ensure the fair distribution of wealth are needed. We need mechanisms to defend and safeguard that collective agreements are implemented and that working people have wages and terms of employment that will guarantee them a dignified living. These are the goals that we, as the trade union movement, are also asserting in my country, Cyprus. The international trade union organizations have a decisive role to play in fulfilling these goals. The Pancyprian Federation of Labour, within the ranks of the World Federation of Trade Unions of which we are a founding member, we are working for the unity and joint action of working people at the international level. Mr President, dear brothers and sisters, I would also like to refer to the point in the Director-General's report on the situation of working people in the occupied Arab territories. We express our satisfaction with the strong interest expressed about the ongoing violent violation of the Palestinian people's labour and human rights. We call on the ILO to continue to use all its capabilities aimed at the full implementation of labour, social and national rights of the Palestinian working people. Dear friends, at this point of my intervention, permit me to make a brief reference to my country, Cyprus. For the last 48 years, as working people we have been experiencing the results of the Turkish occupation and the division of our country. It is precisely for this reason that, in parallel with the struggles being waged for the defence of working people's rights, we as a trade union movement put the solution of the Cyprus problem high on our priorities. Without a solution of the Cyprus problem and the reunification of Cyprus, no workers' gains can be taken for granted. Thank you.

Ms Soma Mondal

Employer (India)

Dignitaries on the dais, delegates, ladies and gentlemen, namaskar and a very good afternoon. Greetings and good wishes from the people of India. It is indeed a great pleasure and honour for me to be representing the Employers' group from India. I would like to compliment the Governing Body and the Director-General of the ILO for setting up a futuristic agenda which envisages equity and sustainability and includes, inter alia, occupational safety, healthy work environment, gender equality and empowerment of women in the informal structure and rebalancing the economic, social and environmental objectives. The same has been very thoughtfully and

incisively reflected in the Report of the Director-General on the least developed countries. Sir, global growth continues to be impacted by the pandemic, geopolitical conflicts, higher food and energy prices, diminished fiscal support by the various governments and lingering supply bottlenecks. This underscores the importance of strengthening global cooperation to bounce back and work towards the Sustainable Development Goals of the United Nations. We also need to understand and make special efforts to improve the participation and working conditions of women in the labour market, more so in the informal economy. The success of attaining sustainability goals largely depends on participation of women in economic activities. Positive changes in the informal economy calls for a twin strategy. Firstly, improving the working conditions of workers and including them in the social security system of the country, and secondly, skilling through apprenticeship facilitating employability of the workers. Sir, here, I would like to briefly highlight a few initiatives by India. India has rationalized the complex labour laws into just four labour codes which are expected to be notified in the near future. The new codes encompass, inter alia, occupational safety of workers, welfare needs of the unorganized sector workers, including the self-employed, migrant workers, gig workers, platform workers and members of the family. Promoting skilling, with an aim to make people more employable, India has already put in place the necessary statutory framework on apprenticeship along with mapping key portals for skilled employees, addressing the demand-supply gap in the skilled workforce market. To include informal workers in social security, a unique initiative has been taken to create a centralized database, e-SHRAM Portal, to extend the benefits of social security services to them to further formalize the economy. The Ministry of Housing and Urban Affairs has initiated a scheme, Affordable Rental Housing Complexes, for urban migrants and poor. Proactively supporting the Government in providing a bouquet of safety nets to cushion the adverse impact of the pandemic, Indian employers have also been at the forefront in promoting labour welfare measures ensuring the well-being of the workers. Further, employers have supported the Government's efforts in the world's largest vaccination programme. Indian employers have also been partnering with the Government on various skill development initiatives including apprenticeship. Sir, in keeping with the Indian ethos of Vasudhaiva Kutumbakam, that is the world is one family, it is imperative to explore global collaborations for exchange of knowledge and know-how for good practices in skilling and labour welfare so that in the real sense no one is left behind. There is an essential need for making available unhindered access to the best of technology, tools and other resources to all the countries of the world, especially the least developed and the developing economies. With these words, I thank the Chair for offering me this opportunity to address the august gathering. Thank you so much.

Mr Mohamed Ould Abdellahi Ould Ethmane

Government (Mauritania)

In the name of God the Merciful, the Compassionate, peace be upon you. Mr President, ladies and gentlemen, at the outset I would like to extend the congratulations, on behalf of the Islamic Republic of Mauritania, to the DG Dr Guy Ryder and thank him for the high-quality report that was prepared for this session. We thank him for his constructive recommendations on the LDCs, the crisis, structural transformation and the future of work. Sir, we seek to protect the welfare of all the workers in Mauritania, and therefore our government, with the directives of His Excellency the President, Mr Mohamed Cheikh Ghazouani, makes every effort in order

to strengthen our institutional framework and our legal and regulatory one. And over the past few years, a 25% increase of remuneration has been ensured, and all the authorities working for the public have seen their performance stepped up. We also focus on according attention to secure fundamental rights in the workplace and particularly for the workers. In this context, the Government has also ratified measures to improve remuneration by 80% for the public sector workers. With the support of the ILO, we work to eradicate the work of children, and a multisectoral ministerial committee was established with the presidency of Mr Mohamed Ould Bilal Massoud. And we continue to implement the programme against forced labour, and it is called Bridge, and all the legislations here are being gradually implemented. Ladies and gentlemen, we are waging a war against precarious labour in the informal sector of labour. All efforts continue to be made in order to strengthen the economy according to the spirit of Recommendation 204 of the ILO that underlines the importance of improving the work and living conditions and the health conditions for labourers. And here the Government is focusing on the establishment of a new institution for the medical insurance of those who are not covered yet. We have ensured the improvement of social services and social security, and we have expanded the number of people who benefit of those services and continued with decentralization to ensure health and occupational safety, and those who are with us here in the meeting room can attest to that. We will continue our social negotiations on a number of issues, in particular to review the labour code and the social security system as well as the convention for collective work. We also are working on the mechanism for our unions. Ladies and gentlemen, I would like to thank the Director-General of the ILO and all his collaborators. We thank them very much for the report and the recommendations it contains as well as all the efforts that they continue to make to develop social policies that would, in turn, help us attain social harmony. All of that is going to continue, we are sure, under Mr Gilbert Houngbo because he is from our region, from Western Africa, but he has got his skills, very well-known skills, and all of those will add to his ability that would enable our organization to play the role that we expect of it, especially in the wake of the COVID-19 pandemic. In conclusion, I cannot conclude without addressing our thanks and appreciation to all the workers of Palestine, those heroes who continue steadfastly to face all the difficulties. And we wish success to everyone participating in his session. I thank you, sir.

Mr Ali Abdulhadi Al-Dakheeli

Employer (Iraq)

In the name of God the Merciful, the Compassionate, allow me at the outset to greet you and wish this constructive meeting success in a manner that would serve our common goals and serve mankind. Excellency Mr President, ladies and gentlemen, I pay tribute to all your efforts, all your efforts to support our work. This organization had the far-reaching effect on improving our capacities, and through your contribution we have reconstructed our unions. We cannot overlook the important role that has been played by the Organization to find effective solutions to enhance the labour market and to create new work opportunities, as well as to formulate directives which would be a road map for labour. Ladies and gentlemen, the success of any sustainable development in our country, our country that has suffered for great periods of time, any success will rely on the opening of the market economy and productivity for us to be able to emerge from a revenue-based economy to that of a production-based economy. We call upon this organization in its humanitarian role to support us and to support our local products and to support our industrial cities. The state has now

promulgated a law, No. 2019, to start the building of industrial cities. Ladies and gentlemen, in Iraq we need the orientation that would strengthen the concept of decent work. We aspire to peace and the defeat of ISIS Daesh gangs, and we call upon this organization to effectively participate in extending this support to our country. Our industrial policies in Iraq have been greatly affected because of all the circumstances that we had to live through, and the Government of Iraq has ratified the new strategy for upgrading and enabling the private sector. Since the establishment of our associations we have sought to overcome all the difficulties that we face. A number of symposia and conferences have been held with the participation of senior officials of the state and decision-makers. All that towards upgrading this sector. And let me once again remind you that we are still in dire need of the support of your humanitarian organization in strengthening the abilities of industrialists and the national products. Finally, I would like to thank you again and wish you all the best. I pay tribute to all of those who have helped us even in a modest capacity. I thank you all very much.

Mr Alexandre Furlan

Employer Vice-President (Brazil)

(No interpretation available)

Mr Manuel Alejandro Coronado Lino

Worker (Peru)

Director-General of the ILO, representatives of governments, workers and employers present at this august 110th International Labour Conference. Please let the General Confederation of Workers of Peru, CGTP, salute you all. This is the historic and glorious trade unions confederation of workers in Peru that was founded by José Carlos Mariátegui and it is affiliated to the global trade unions federation. It is indispensable that governments, employers and workers be fully aware of the need that the recovery process from the crisis generated by the pandemic should be human-centred and that decent work should be promoted. We also believe that it is crucial that the recovery process for jobs considers workers in micro and small companies to be a priority, as well as women, young people, migrants, refugees and people with disabilities. Governments and employers should respect the principles and fundamental rights in labour, including the elimination of discrimination in employment, freedom of association, collective bargaining and the elimination of forced labour and child labour. We, the workers, we have always maintained that in a constitutional state with rule of law and in a social market economy such as ours, it is not only necessary to guarantee and promote private initiative. It is also necessary to recognize in an effective fashion that work is a duty and a right that should be promoted and protected by the state in order to create a fairer and more equitable society. This is in line with the ILO's proposals to push for decent work. We must definitely recognize that our current government has adopted some measures that have made collective bargaining possible. In public administration, for example. Changes have also been made to mechanisms that made firing workers easier, and the legal standards have been respected. Moreover, outsourcing has also been specified as not being the means to allow employers to use it fraudulently. In addition, the Government has been elaborating a labour code that will be subject to tripartite

social dialogue. Thus, we would like to also say that we rejected a document that was supported by the Director-General of the ILO in which the Peruvian Government was called upon to subscribe to the document. And the reason for this is that there was insufficient social dialogue in Peru. The CONFIEP has stated that it is not in line with the processes in place. We believe that the document was welcomed and processed very quickly without previous consultation of the other players, and that is why we demand the rectification of the document in question. We believe that effective dialogue with workers, represented by our trade union and by employers and governments, should move forward in the adoption of concrete measures for the creation of decent and productive work, that we should fight against informality and the full application of labour and social rights in order to protect society. We also feel that our country has always wished to promote social justice, human rights and labour rights that are recognized internationally.

Mr Alexandre Furlan

Employer Vice-President (Brazil)

Thank you very much. Now, before giving the floor to Ms Dias, let me remind you that this morning the electronic voting process was opened on the amendments for the international maritime Convention. I would like to ask the delegates that have not yet voted on the matter to do so. Until present, we have not had the quorum for this. You have to click on 'submit ballot', i.e. the button on the screen, in order for your vote to be taken into account. Now I will give Ms Teresa Rodrigues Dias the floor, and I invite Mr Medina Mora Icaza to prepare in order to take the floor immediately afterwards. Thank you very much.

Ms Teresa Rodrigues Dias

Government (Angola)

Your Excellencies, President of the 110th Session of the ILC, Director-General of the ILO, delegates. It is an honour for me today to take the floor in front of this august assembly in a historic moment that is characterized by the recovery of labour markets. I would also like to take the opportunity to congratulate His Excellency Claudio Moroni, the President of this session, as well as the three elected Vice-Presidents. I would also like to congratulate the Director-General, Mr Guy Ryder, and the secretariat for the work that has been done in order to make this session a reality. President, our presence reflects the long tradition of collaboration between our States and this organization that is a specialist agency of the United Nations. We consider it to be the ideal moment in order to reflect on the progress that has been performed in terms of the fundamental principles and rights of labour. The Republic of Angola, on the past 4th of July, celebrated its 44th anniversary of being a full member of the ILO. For all this time we have ratified and adopted numerous instruments. Amongst others, Conventions, Recommendations and Protocols. Let me please highlight, just as an example, that we have ratified 35 Conventions. The Angolan Executive has promoted several initiatives this year, the aim of which were to strengthen employment policies. These were based on different programmes as well as the revision of fundamental instruments for labour, namely the new draft law which will revoke the general labour law in place at the moment. Wages are an important aspect in this context. As a result, the Angolan Executive, in order to increase the purchasing power of workers in the private sector, has proposed a wage increase of 50% in terms of the national minimum

wage. This will affect different economic groups, namely agriculture, transport, services and manufacturing. As to the compulsory social protection schemes, we have had to face several challenges which have been addressed by the National Development Programme for 2018-2022. And there were many benefits and regimes that were created under this umbrella such as the legal regime for sports persons and the regime for people with contracts, incentives and support to strengthen the economy. Angola has made moderate advances over the past few years, especially in terms of eliminating the worst forms of child labour in the context of its programme to fight child labour, and there has also been the official launch of the National Action Plan for the Eradication of Child Labour, the PANETI, on 17 March 2022. All this work was based on presidential decree no. 23921 of 29 September, and at the same time the presidential decree no. 16821 of 14 October which created the multisectoral Commission for the Prevention and Eradication of Child Labour. President, in 2019 our organization completed a whole century, and Angola would like to highlight the fact that equity and social justice will always be able to be adhered to in full when all regions that are represented are done so in an equal fashion in this organization. And this is why the amendment of 1986 of the Constitution proposes the fair democratization of the Organization. We would like to salute the initiatives of the ILO in response to the COVID-19 pandemic, and we would also like to welcome the inclusion of Portuguese as a language of work in the 14th Regional Meeting in Africa in Abidjan that took place. And we would like to say that we guarantee the willingness of the Angolan delegation to support the deliberations that will be adopted at this current 110th Session of the ILC. Thank you very much.

Mr José Medina Mora Icaza

Employer (Mexico)

Today we are facing many challenges that are of a social nature and that are the result of COVID-19. This has increased inequality, and today we must overcome these challenges, and this will only be achieved through consensus and tripartite dialogue, through joint efforts and subsidiarity. We do recognize that this is the moment to pave a new way in social, economic and development terms and that the best of us should be reflected in this new path. In this way, we would like to say that we share and support the efforts and work that the ILO has been pushing forward by means of this international conference. And we say also that people should be at the centre of all activities for economic recovery, and this was expressed by the Director-General, Guy Ryder. In particular, the Mexican employers' sector would like to reiterate its commitment to push for an inclusive development model and that nobody should be left behind. This should also be focussed on sustainability. Today we are aware that the vision of this path should be one that is resilient, inclusive and that it should respect the objectives of the Agenda 2030, in particular concerning decent work and the formal economy as well as the inclusion and commitment of all social players. In particular in the context of a new and strengthened vision of social responsibility, especially corporate social responsibility in which principles and universal values must be respected. We want to construct a future that is hopeful and that does not adhere to polarization, fear and frustration because the employing sector is very clear on the matter that we are all citizens and that we should be committed to providing a better society to those who live in it. This is how we propose the inclusive development model, and this model represents a way of highlighting talent, creativity, entrepreneurship and innovation. And we also wish to make use of plurality and solidarity to make this sustainable in the long-term as well as inclusive. It is clear to us that this must be done.

Companies and businesses must be the drivers of change for nations. The Government must take responsible decisions and with the great understanding that this is an economic moment through which the entire world is going. And we must recognize that it is possible to guarantee labour rights and protect sustainability and companies by means of dialogue and progression. Today, at this plenary, I wish to reiterate our commitment to human development and the improvement of living conditions for all. I would like to say that we are convinced that the work and decisions that are taken at this international conference will be united and will be for the benefit of all. Thank you very much.

Mr Hiranmay Jaydevprasad Pandya

Worker (India)

Good afternoon. First of all I would like to congratulate the President of the Conference and the Director-General of the ILO, Mr Guy Ryder. Respected chair and prominent participants, please accept warm greetings from Bharat, India. We have assembled here to act for the advancement of decent work. The world has faced the COVID-19 pandemic for the last two years. It is a great pleasure to meet personally here after 100 years of the ILO in the year 2019. This time, support for the mobilization of resources with regard to further assisting Member States in their efforts to promote and realize fundamental principles and rights at work through universal ratifications for adoption. The mass migration of labour from one country to another and within a country is a key labour problem for want of an appropriate frame of laws. Workers in the informal and formal sectors need to be provided health protection. Recommendations are not toothless tigers if Member States approach them with a visionary zeal. India is a mammoth country with a huge workforce. It has shown its existence in the manufacturing, agriculture, platform and service sectors. We have experienced in the world the valueless production stage where the work of labour is not properly rewarded. There is a vast discrepancy between the share of wages and the share of profits. Gigantic industries and MNCs do not observe uniform labour standards in the country. The contractual workers are in the organized and government sectors too. The international workers or migrant labourers are the sufferers of precarious employment relations, non-enforcement of legal rights and violations of ILO labour standards. Further, this year they also face low wages, lack of job security and social security benefits, gender discrimination, excessive working hours and poor working conditions. All such faces of decent work shortages are associated with giant industries and MNCs. Even lots of women working in the garment, bidi and other industries face issues of basic services, sexist assault and other forms of harassment. Now the Indian Government has introduced paying 26 weeks of pregnancy leave for women which is required to be implemented everywhere. Hence, the gaps created in the fundamental principles and rights at work by present and new workplace practices must be eliminated. It is requested to include in the Strategic Plan of 2022-2025. The COVID-19 epidemic has raised numerous challenges for the entire world. It propagated a reform process in the interest of the total workforce. Governments have decided to withdraw from areas like banking, public sectors, insurance, market, manufacturing, et cetera. Governmental assistance is a must in such sectors for their progressive path. We may have employment generated growth with workers' rights. With the above concise observations on adverse factors, the chatted world of work will provide better scope for the entire workforce in the near future. Let us be reasonable to convey kudos to the continuous efforts of tripartite functions of the ILO. With mass congregations, I am sure that we

will definitely explore the effective developmental ways for the world of work. Let us put triad efforts for the same. Thank you. Thank you all. Thank you, Chair.

Mr Dragos Mihalache

Employer (Romania)

Mr President, Monsieur Director-General, sehr geehrte Damen und Herren, dragi colegi. On behalf of the representative employers' confederations from Romania, by this word I want to express our satisfaction to identify the real desire of the parties involved in social dialogue to solve the problems in the economic and social environment, to ensure stability and efficiency for all participants in social dialogue. I watched with interest the work of the Conference, and in each of the working committees the proposed amendments reached a common denominator which would satisfy all the social partners. With regard to social dialogue, we also expressed our desire to finalize the new law on social dialogue in our country, which should represent a modern approach in accordance with the international legislative framework. We are convinced that this law, as provided in the national programme for resilience and recovery, will be completed by the end of the year. At the same time, we pay special attention to professional training and especially to increase the qualification level of employees in each industrial segment. Here, too, we have noticed important steps in consolidating a solid partnership, both with the Government and with the employees' representatives. We consider this aspect regarding education primordial in the development of our economic activities based on knowledge and digitalization. We also support the achievement of a balance in the share of women in the labour market. On the other hand, we support the policy of creating decent and social jobs. But this aspect is differentiated according to the particularities in each country or region, but we are convinced that together with our social partners we will find the best directions. But to know what steps we propose, it helps us to have in front of us an overview of the moment. What would be the current balance? Loss of 22 million jobs due to the recession caused by the COVID-19 pandemic; increasing inequalities between development rates between countries due to the lack of resources for economic recovery; the war in Ukraine which effectively shattered the sense of security in the European continent with serious implications for human lives; destruction and the creation of crises for food security, prices and security of energy supply and financial shocks. Ukraine is a major player in the market for chemical fertilizers and grain production, and the inability to trade in these products means that future agricultural production in many parts of the world will be affected. These prospects are bleak for the security of food supply for hundreds of millions of people. That is an apt reminder of the interdependence of peace and social justice and, in an increasingly conflicted world, of what is at stake in the cause of sustainable development and decent work. Price volatility and security of energy supply have put unpredictability back on the table as a general manifestation for the business world. The financial crisis has deepened a fear. The debt distress of a large number of LDCs is no longer just a scary threat. In conclusion, we would like to express once again our thanks to all those present at the Conference who gave us the opportunity to identify opportunities and challenges in strengthening social dialogue. At the same time we show our desire to be a real and constructive partner with our partners in Romania, but also internationally where we are convinced that only through an honest collaboration based on economic realities, both in the country and internationally, we will be able to find a solution to the challenges of the domestic and international economic and social environment. We thank the ILO for the framework in which we have carried out our activities. We thank

our international partners for constructive exchanges of ideas, and last but not least, the Director-General Guy Rider for his support in carrying out this Conference. Thank you very much.

Mr Grégoire Owona

Government (Cameroon)

President, Director-General, ladies and gentlemen, heads of delegations, ministers. I would like to congratulate you, President, for the way that you are leading our work. I would also like to mention the DG for the choice of topics and the work that has been done for all the time he has worked here. At the same time, I would like to congratulate the new Director-General for his brilliant election. The tripartite discussion which is being held at the moment will enable the Conference to come up with solutions in order to deal effectively with the challenges facing the LDCs. Ladies and gentlemen, the commitment of the United Nations for the LDCs is undeniable. The Government of Cameroon is very happy to see all the actions that have been undertaken by the international community as well as by the ILO in order to help the least developed countries, in particular through the Doha plan of action and strengthening cooperation and international solidarity in order to effectively implement this programme. However, along with helping those States, what is required is a coordinated participation by the United Nations member countries for the plan of action I have already mentioned. Structural transformation can be envisaged on the basis of strengthening of capacities and capacity-building of the social and solidarity economy. And here Cameroon has invested a great deal in the last few years, and we have followed the substantial developments taking place in other countries too. When it comes to the formal sector, we have tried give it a framework. It plays a vital role in the LDCs, and it constitutes a solid basis in order to extend social protection and to make it available to a greater number. In addition, Cameroon feels that South-South cooperation needs to be encouraged by the ILO as well as by the international community in order to assist those countries to emerge from this category of LDCs. This cooperation could be done through the framework for the informal sector and to ensuring social protection pillars as well as assistance given through a solidarity economy. Now here Cameroon thinks that it is strategic to envisage political options as well that deal not only with problems affecting the informal economy but also overcome the structural obstacles in formalizing while making the most of its potential in order to counter the many risks that the economies and the African economies are having to face. The ILO could also assist LDCs in order to implement the Doha plan of action so as to make the most of their transforming role when it comes to the informal economy and to exploit its potential to the hilt. So the challenges are many, and that is why Cameroon is committed to work alongside the new DG. We would like to congratulate him once again and to ensure him that we will give him every support to counter and face up to these challenges. Thank you.

Ms Mercedes-Ramona Veleanu

Worker (Romania)

Mr President, ladies and gentlemen, Vice-Presidents, Director-General, dear participants, esteemed colleagues, ladies and gentlemen. On behalf of the workers of Romania, allow me to congratulate you on your election as President and Vice-Presidents of this Conference. We would like to congratulate the Director-General on

his report in which he underlines the fact that the whole world is facing major problems such as pandemic, conflicts and crises of food, of energy, difficulties that require the identification of effective solutions, especially in less developed countries. The Romanian trade unions support the call of the ILO to ensure international solidarity and policy coherence to promote decent work and contribute to the improvement of structural transformation processes. Social dialogue and the active involvement of the social partners are essential for a social market economy, contributing to the achievement of the goals set out in the 2030 Agenda for Sustainable Development. And the ILO, through its tripartite system, can help improve the labour market situation in countries where slippages are occurring. Although we are not among the least developed countries, Romania still faces a difficult labour market situation. The violation of ILO Conventions 87, 135, 154, 98 through the amendment of the social dialogue legislation in Romania in 2011 was a major setback in terms of ensuring the respect of workers' rights, especially the right to free association, through excessive thresholds for organizing and limiting the right to free association for many categories of workers; the right to collective bargaining, by high thresholds of representativeness and also by the restrictive way in which the rights of workers representing trade unions to participate in collective bargaining is recognized; and the right to initiate collective disputes and strikes hindered by the restrictive procedures to legally organize a collective labour dispute. Consequently, there are no sectoral collective agreements in Romania today and, at a company level, out of a total of about 6 million employees, only about 2 million, one-third, are covered by collective labour agreements. Of these, only 13% are signed with unions that meet the representativeness criteria. Limitation of the right to join trade unions, excessive barriers to collective bargaining and the absence of collective agreements at sectoral level have led to a dramatic increase in the number of people working for minimum wage. Around 30% of Romanian workers are now paid the minimum wage which cannot secure a decent living. ILO Convention 102, ratified by Romania, is violated in the sense that a normative act has transferred the effort of financing the social security system to the employee, the employer being exempted from co-financing the public pension and health systems. The consequences of these anti-labour public policies determined more than 4 million Romanian workers to migrate to other labour markets. Romanian workers support the inclusion of safe and healthy working conditions in the ILO's Declaration of Fundamental Principles and Rights at Work, 1998. We thank the ILO for its active involvement in correcting the social dialogue legislation in Romania and will continue to rely on the ILO's expertise to ensure the full implementation of the ILO Conventions ratified by Romania. We thank Director-General Guy Ryder for his work over the past 10 years and warmly welcome the new Director-General, Gilbert Houngbo, and look forward to working together in the years to come. Thank you.

Mr Adama Kamara

Government (Côte d'Ivoire)

President, President of the GB, Director-General, distinguished delegates, ladies and gentlemen. It is for me a great honour to be taking the floor before this august assembly in order to share with you the vision of the Government of Côte d'Ivoire on the main subject dealt with in the report of the DG. First of all I would like to thank, on behalf of our Government, Mr Guy Ryder, the former DG of the ILO for the excellent work done over the last ten years, for the efforts that he has made to promote a human-centred future of work, as well as the progress that has been achieved in

promoting decent work and social justice. We would also like to welcome the equitable and transparent process during which Mr Houngbo has been brilliantly elected as future DG of the ILO. My delegation would like, in advance, to transmit to him our heartiest congratulations before he takes up his post on 1 October 2022. President, the report submitted to us deals with the problems that are facing the LDCs. These problems also, many of them, face the developed countries. My country notes with regret that in addition to the internal structural problems that the countries have to deal with the unforeseen exterior shocks such as the health crisis and the inflation rate crisis undermine further the socio-economic balance of the States. In order to face up to these challenges, Côte d'Ivoire, in accordance with the Declaration of Abidjan, and through the implementation of its programme of the Government, is entitled Solidarity in the Côte d'Ivoire. This policy, implemented under the wing of His Excellency Mr Ouattara, the President of the Republic, rests on the six pillars of the National Development Plan, which includes the acceleration of the structural transformation of the economy, local processing of our raw materials, in particular cocoa and cashews, the development of human capital, the promotion of employment, as well as the strengthening of inclusion of, and national solidarity and social action. President, my country feels that, along with most of the developing countries, we have to continue efforts that have already been taken in order to accelerate transition to the formal sector for independent workers, they are the most numerous stakeholders in our labour market, to counter the deficit of social protection, to improve the quality of employment and the employability of the young, women and persons with disabilities, also to ensure that there is greater conformity in the workplace, and to lessen the vulnerability of our economy to exterior shocks and climate change. The response given to African countries can only be integrated taking into account a reform of our economies, prioritized industrialization, mastering population growth, setting up quality training and a good and efficient apprenticeship system. President, in conclusion, Côte d'Ivoire encourages a deployment of an integrated strategy for the ILO for the LDCs, and we will call on development as well as the strengthening of genuine South-South cooperation which should enable those States to construct a world of work which is more just and productive, taking into account their own realities. And thank you very much for your kind attention.

Ms Isabel Camarinha

Worker (Portugal)

Chair, Director-General and delegates, on behalf of Portuguese workers, we salute the organization of the ILC. This ILC is taking place at a moment at which the pandemic is now being added onto by the war in Ukraine. And, they are equally to be condemned, there are other wars such as the one in Syria, Yemen, Western Sahara or Palestine. The destruction and the death that these cause, blockades, sanctions and speculation which in the pandemic were already a problem, are increasing the cost of living and putting a lot of pressure on workers in terms of salaries and rates. There is a great instability in the international situation, and neoliberal policies are increasing inequalities and injustice and exploitation at work. This is a process that only benefits the richest who are getting richer thanks to unemployment, immigration and refugees. There is a model of low wages, precarious work and the deregulation of working times, labour relations, and collective bargaining and freedom of association. The Portuguese version of the agenda for decent work is just that model. Decent work without an increase of wages will not help us break this cycle that means that thousands of workers in Portugal, although they are working, are getting poorer. The

minimum wage in Portugal does not allow those who earn it, especially with children, to live in dignity and to enjoy their fundamental rights. Where is decent work when 70% of workers who started working this year are doing so with precarious contracts? It is important to stop these conditions and to ensure that permanent contracts are awarded to workers. It is also necessary to provide working times that allow for a work-life balance and that scientific and technological evolutions be at the service of the well-being of workers and not to just increase exploitation. In Portugal, on average Portuguese workers work 41 hours a week. 800,000 workers do shift work, and many of them work at night. 41% also work at least one day at the weekend. It is necessary to stop this and to change working times and timetables without loss of wages. This could be done by means of reducing the working week to 35 hours as a maximum limit, and this, as I said, without loss of wages, creating more jobs and better living conditions. Collective bargaining is a prerequisite for democracy as well as freedom of association. Only 30% of workers are the object of collective contracts that have been negotiated, and many people cannot see their wages increased or their working conditions improved. The problem lies in limited term contracts. And a few days after the 77th anniversary of the Philadelphia Declaration the CGTP-IN reminds people that poverty is still a problem in terms of social justice, and without social justice we will not have durable peace. The trade unions and the workers must continue to strengthen their organizations and continue fighting. It is important and it is a collective responsibility to look for peaceful solutions to resolve cooperation and conflicts between different countries and get better rates for workers, paving the way for better social justice. Thank you.

Ms Vera Kamtukule

Government (Malawi)

Thank you, Mr Chairperson, for giving me the opportunity to speak, and I would like to congratulate your committee, through you, Mr Chairperson, for putting together this auspicious convention. And also allow me to congratulate Mr Guy Ryder for steering this organization for the past ten years. And we welcome Mr Gilbert Houngbo and pledge Malawi's support in his tenure of office as well. Chairperson, the report of the DG outlines pertinent issues affecting the LDCs, including challenges occasioned by the COVID-19 pandemic and climate change, slow pace to deliver the SDGs, existing relationships between LDCs and the international community, analysis of the labour market conditions in the LDCs and proposals to bring positive change and commitment to implement the Doha plan of action. The report is balanced and relevant, coming at a time as our countries are seriously struggling to cope with the crises and the future of work. The report also provides useful background information as we prepare for the Fifth UN Conference on the Least Developed Countries to be held in March in Doha next year. Mr Chairperson, despite international support measures put in place in areas of trade and development assistance to enable us to graduate, we in the LDCs still face extreme poverty, inadequate productive capacity, and our economic and social development poses a major challenge for ourselves as well as the international community. Our people have limited opportunities to realize their full potential. Mr Chairperson, I have noted with concern that 77 million more people are currently in extreme poverty than in 2019, 117 million more are experiencing hunger, and following decades of significant progress in child labour, we have lagged behind in the LDCs. Most of our countries have been worst affected by the COVID-19 pandemic. Due to economic challenges, LDCs rely heavily on donations for COVID-19 vaccines and other preventive equipment. They are therefore left behind

in the fight against the pandemic. Mr Chairperson, based on the aforementioned, development for LDCs is compromised. LDCs are few in number yet too many to be left behind. Our hope lies in the Doha Programme of Action adopted in April this year. Mr Chairperson, the DG's proposal for structural transformation is a very welcome solution for us. However, we need a mixture of action-oriented and policy interventions. We need a fiscal space and capacity-building for social protection, formalization of the informal sector, technology transfer and infrastructure development. We need to reskill, upskill and retool our labour force in our quest to advance the Decent Work Agenda. Lastly, Mr Chairperson, on behalf of all LDCs, especially the ones in the SADC region, allow me to thank the ILO and the international community for their solidarity and support to the LDCs. I would also like to appeal to all Member States of our esteemed organization and all well-wishers, the entire UN family and all stakeholders, including the private sector, to prioritize LDCs in their programme of action. I also call upon all LDCs to consider action points proposed by the Director-General. We need a mindset change, one that is different from what we are used to. We need to start where we are with what we have. We need a spirit of self-sacrifice and the adoption of austerity measures to reduce public spending in order to serve the majority of our people better. We need to remain focused so that we could eventually graduate out of poverty. Because that is not only a possibility for us, but it is what our people deserve. I thank you, Mr Chairperson, for your attention. Thank you.

Mr Sayed Mohammad Yarahmadian

Worker (Iran (Islamic Republic of))

In the name of God, dear Mr President, distinguished delegates, ladies and gentlemen, on behalf of the millions of hardworking workers of my country, I bring you all the message of peace, cordiality and friendship of the people of Iran. The COVID-19 pandemic crisis has had a devastating effect on the world of work, most notably the increase in extreme poverty, lack of social protection, unemployment resulting from the loss of many jobs, with reports from the ILO emphasizing that the damage to developing and low to medium-income countries has been much more severe. These countries experienced more social and economic damage during the coronavirus pandemic due to the prevailing informal economy, insufficient health coverage and insufficient development of system infrastructure. At the beginning of the coronavirus pandemic in my country, Iran, tens of thousands of workers lost their lives due to the sanctions imposed on the access to medicines by the great but irresponsible powers. But with the efforts of scientists and elites, a suitable vaccine was produced, and after vaccination of more than 80% of the population, the disease storm has subsided and the crisis has been controlled. The COVID-19 pandemic was a wake-up call for the whole world, where the security and health of every human being are interdependent. So we believe the obvious indifferences and oppression of some countries towards other countries must be questioned and reprimanded by international institutions such as the ILO and included in the historical record of this international institution. Ladies and gentlemen, the continuation of unjust, illegal and unethical discrimination and sanctions against the workers of Iran, which has continued for the past two decades, is undoubtedly in drastic opposition to the goals and aspirations of the founders of the ILO. Therefore, we hope that in the new management term of the Director-General of the ILO, with a constructive and responsible policy, Iranian workers will be able to benefit from the service of the various departments. Your Excellency, Mr Chairman, distinguished delegates, millions of Afghan migrant workers who live in Iran, due to issues which have occurred in their

country, are facing many problems because of the lack of organization, which we hope, with the cooperation and participation of the relevant departments of the ILO and the ITUC, we can establish a joint committee and solve those problems. Ladies and gentlemen, in developed countries and developed economies, workers' demands are for higher wages, higher welfare, better lives, and so on, while in war-torn countries, workers' demands are for finding jobs to fight poverty and hunger and, in other words, survival. In this unfortunate situation, all of us, as the representatives of workers, employers and governments, are relatively responsible, and the priority of all our actions should be in the direction of social justice, the demand for rights, peace and global security. We are all obliged to condemn the government that brings war to countries in pursuit of colonialism and hegemonic aspirations. Finally, while congratulating Mr Gilbert F. Houngbo as the 11th Director-General of the ILO, I wish him success and hope that under his committed and responsible management workers around the world will live a decent life. To ensure a decent life for workers, we will think together and plan. We will surely achieve these dreams. Thank you very much, Mr President.

Mr Hermanto Ahmad

Worker (Indonesia)

Assalamu'alaikum warahmatullahi wabarakatuh. Best wishes to all of us. I am representing all Indonesian confederation and federation members of the National Tripartite Institution Indonesia consisting of [vgr INAUDIBLE 0:37] KSPSI, KSPI, KSBSI, K-SARBUMUSI, KSPN, F-KAHUTINDO and F-SPBUN. Harmonious, dynamic and fair industrial relations is a basic labour concept in Indonesia. It is not easy to achieve it. It requires strengthened social dialogue and trust among tripartite stakeholders for resolution in labour relations disputes. Entering Industrial Revolution 4.0, various policies and regulations need to be designed and in place to ensure decent work in the future of work. Tripartite constituents need to play pivotal roles to anticipate the changes and challenges of the digital era with visionary responses. We would like to also, again, emphasize to our country, Indonesia must act immediately to address these changes and challenge, more focused to be aligned with the constitutional goal which is for Indonesian workers to achieve a decent living for humanity. And, at the same time, it would assure flexibility and convenience for Indonesian business investment. In addition, in facing the Industrial Revolution 4.0 and the era of digitalization of the world of employment, significant changes have occurred. There has been a disruption of employment opportunities. At the same time, a new working system has been created, even the kind of work that there had not been existing before. During the COVID-19 pandemic, life and employment have been changing rapidly. Therefore, in order to deal with these conditions, it is necessary to change policies, regulations and strengthen the role of each tripartite party. Changes and challenges of the digital era are futuristic and must be responded to positively. Strengthening human resources is a choice that must be made. Competencies need to be improved so that they are able to adapt to the new changing employment without neglecting the protection of the existing workers. This protection is important. The ideas and policies of unemployment insurance and skill development funds must not reduce the rights of laid-off workers. We also emphasize to the Indonesian Government so that workers on digital platforms get social protection, get their rights like other workers with a clear employment relationship status. Currently, Indonesia is not included in the long list of freedom of association and collective bargaining. It does not mean that there are no problems in the application of the Convention. There are

still practices of suppressing or union busting in the field. The impact of COVID-19 also results in layoffs that do not comply with regulations, unpaid severance pay, workers being laid off without wages and lack of realization of social security. The world of global employment no longer recognizes discrimination and gender boundaries. There must be guarantees to provide the same equality and avoid harassment in the workplace. On this occasion we call and recommend that, apart from building equality, we also support Conventions and Recommendations to stop acts of violence and harassment in employment because they are not in accordance with human rights, encouraging to achieve decent work, living wages and sustainable social security so that harmonious, just and dignified industrial relations are realized. Thank you for Mr Guy Ryder, service nicely and very good. Welcome to the new DG, His Excellency Mr Gilbert. Thank you for your kind attention. In solidarity, Indonesian workers. Assalamu'alaikum warahmatullahi wabarakatuh.

Ms Verónica Patricia Navia Tejada

Government (Bolivia (Plurinational State of))

I would like to salute the Chair of the plenary, the representatives of workers and employers, Ministers of Labour, Ambassadors and delegates from the Member States as well as the representatives who are present here both physically and online. The Plurinational State of Bolivia is committed to social justice. The state has an entire portfolio dedicated to this and tries to fight against inequalities and to bring balance into power relations that are imposed on the country by global, economic and hegemonic systems in the forms of production, and we aim to protect and respect the labour rights of workers. This Conference has global objectives this year which are very challenging. The pandemic was difficult, but especially the coup d'état in Bolivia has affect us, and we have seen that the inequalities have worsened both in terms of access to basic services such as healthcare and unemployment has increased across the globe. People have had to look for different ways of getting back on their feet, and a global system which is increasingly leaving workers unprotected as well, which is why we want to strengthen the responses that are provided in order to resolve inequalities. And they should definitely be human-centred. We need to think about how to understand and respond to social needs once again. At the first labour ministers meeting in Peru we spoke about informality and the need to define it because the informal sectors, the sectors that do feed the economy, it is not sufficient simply to think that a job is informal because a worker does not receive a fixed wage and that does not have a traditional employee-employer labour relation. No, indeed, people need increased protection, pensions, access to healthcare and credit. And these are all matters that we have to focus on, work and decent wages. In Bolivia we have made a great deal of progress in terms of the universal access to rights such as access to healthcare, but we do know that we need to go further. The Government of President Luis Arce has managed to make progress in terms of independent workers who, during the pandemic and the coup d'état, were the worst affected of all. The change process that was undertaken in 2006 focussed on a community social economy. And the rationale underlying this social economy goes against capitalism. It aims to maximize the benefits without the need of maximizing costs, and the aims are social. We have also protected women in the labour and political areas by making the state less patriarchal and creating laws to protect women in the fight against violence, but also by guaranteeing that they are better represented in political areas, education, healthcare and more. It is important to continue the fight and to fight against inequality, to fight against the abandonment of the state that needs to be regulating

labour relations and to protect the population in order to achieve social justice. Dialogue will help find the answers and solutions to the problems, and it also the responsibility of employers. International spaces such as this, in which all sectors are present and represented, are the best forums possible to look for these solutions. And these solutions will be creative. The aim is to not exclude States but to look for dialogue and not aggression, mainly find objective, technical and balanced responses in order to respect the sovereignty of every country. As is done in Bolivia, we would like to continue reviving our economy. Solidarity, complementarity, equality and reciprocity should be our aims at all times. And the protection of the workers' and trade unions' rights, joint work with the entrepreneurial sector, social justice and well-being for all should be our goals thanks to international cooperation between nations and populations. And we believe that these aims are historically just. Thank you very much.

Mr Hugues Ngouelondele

Government (Congo)

President of the 110th Session of the ILC, Director-General of the ILO, ladies and gentlemen, distinguished guests. In this very specific circumstance, allow me, on behalf of the tripartite delegation of Congo here present, to pay tribute to Mr Guy Ryder for the tremendous work that he has accomplished during his mandate as Director-General of the International Labour Organization. I would like to congratulate him for the quality of the report and the relevance of the subjects chosen for the 110th Conference of the ILC. I would also like to congratulate him on behalf of the President of the Republic, Mr Nguesso. I would like to congratulate Mr Gilbert Houngbo for his election as DG of our organization. It is a source of great pride for our continent, for Africa. And in order to accomplish the immense task which lies before him, I would like him to receive the encouragement and the support of our country. As many others have done so before me, I would like to recall that this session is being held in a context which is linked to the pandemic of COVID-19. Its effects have been devastating, and it continues to impact our economies and the labour market. Among those, and this is far from being exhaustive, we have seen massive dismissals, school closures and training structures, the apparition of new forms of labour and, in the worst of cases, the cessation of activities or the closures of many enterprises. For two years the ILO has not organized any session of the International Labour Conference face to face, and therefore I welcome this very laudable effort of the DG and his team in having succeeded in having us meet together in Geneva. Ladies and gentlemen, the vulnerable people, the young, women in situations of precarity before the apparition of COVID-19 have seen the situation worsen further. And this is why the choice of the central theme of this session, namely social and solidarity economy for a human-centred future of work, quite rightly leads us to rethink our public policies in the field of employment in order to guide them to greater solidarity, to ensure for one and all social protection. My country, the Republic of Congo, has conceived and applies its National Development Plan, PND 2022-26, along those lines in order to coordinate our policies and our strategies in the field of employment and social security. This plan has a very special place among the main components of the social and solidarity economy. We are reassured that the resolutions of the 110th Session of the ILC on this topic, as well as the assistance of the ILO, will be for us a great support in its implementation. Therefore, our policies and strategies when it comes to employment should from now on take into account the specific needs of the various social categories in an inclusive and consensual framework which brings together all stakeholders. And that is a real challenge for which we need to unite our efforts. And it is an opportunity for us to set

up emergency measures for better protection, ensuring a transition from the informal economy to the formal economy in light of the international labour standards. The lessons learned from the health crisis after conservation measures aimed at protecting the health of workers in the workplace have enabled us to develop our labour legislation. Congo has, for instance, inserted a project labour code which it has just finalized, including a number of provisions on remote work and partial work with its corollary partial unemployment. In the field of social security, we have also undertaken harmonization of national legislation in the juridical wing of the inter-African conference for social protection. Universal health insurance is being gradually set up. In conclusion, I reiterate the commitment of our country to set up inclusive national policies in the field of employment, labour and social security in accordance with the Conventions and Recommendations of the International Labour Organization. Thank you very much for your attention.

Mr Marius Constantin Budai

Government (Romania)

Mr Chair, Mr Director-General, Excellencies, it is a pleasure to address the plenary of the current session of the International Labour Conference. I would like to congratulate the Director-General and the entire ILO team for providing a comprehensive report and for having organized the Conference in these challenging circumstances. Since the least developed countries classification was established in 1971 it has played a key role in raising worldwide awareness of the need to create and implement new, more personalized, and ambitious international assistance mechanisms for least developed countries. When assisting least developed countries, we should be guided by the principles of responsibility, solidarity and sustainability and consider what can be done to assist the UN in achieving its long-term goal, as well as to strengthen the ILO's critical role in promoting and achieving progress and social justice in a continuously changing world, improving job quality and assisting workers in their transition from the informal to formal economy. New imbalances and unprecedented labour market developments are also a challenging issue for social dialogue, and we must work more closely with social partners to find the best response to the crisis and to focus on ensuring that the rights of all economically active people working in various forms of employment are well protected and represented. Romania is a development assistance donor, providing development assistance both through its own programmes and through the European Union policy and financial initiatives. Official development assistance is an important component of Romania's foreign policy and commercial partnerships. Romania's development cooperation initiatives are assessed in terms of their contribution to the attainment of the Sustainable Development Goals. Romania's main strategic goal, based on international development cooperation commitments, is to contribute to the eradication of extreme poverty by improving security and prosperity in least developed countries in order to support their own development goals. Education, social development, climate change adaptation, water and security, post-conflict rebuilding, resilience, peace and security are some of the key issues emphasized by Romania. Romania's volume of official development assistance has constantly increased in recent years, reaching $305.5 million in 2020, representing 0.13% of the gross national income. The Romanian Government stands ready not only to continue international cooperation and observe international ILO labour standards but also to share its good practices and policies that prove to give an efficient response to current challenges generated by the unprecedented dynamic of deep changes in the world of work. Thank you.

Mr Mohammed Shaher Saed

Worker (Palestine)

All the greetings from Palestine and the workers of Palestine. The ILO has always participated in many activities and has given technical support to enhance cooperation and social dialogue in Palestine. The ILO has always helped in building the institutions in line with the international regulations, and this is what we do to enhance our regulations as well as legislation. Unfortunately, the Israeli occupation is an obstacle to everything that we do, and Israel has the upper hand on the Palestinian labour market. The Israeli occupation forces us to an unacceptable situation in the working market. For example, 25% work in the Israeli market. And we have a question. When will this occupation end and when will these policies against the Palestinians end? Palestine is bleeding because of the policies and the practices of the army of the occupation. We have been deprived of our legitimate rights on a daily basis. The Palestinian nation has been deprived of its right to self-determination, establishment of its Palestinian State with Jerusalem as its capital. Unfortunately, there have been many activities led by the Israeli Government. The settlements that have been built, the Palestinian houses that have been demolished. Their assets have been confiscated. And I am talking about all Palestinians: Muslims and Christians. We also have a problem that permits to work are not given to Palestinian workers who have to cross the separating barrier every day so that they would work. 960 Palestinian workers were imprisoned. And everybody knows about the assassination of the Palestinian journalist, Shireen Abu Akleh, although she was wearing a press jacket and she was well identified as a journalist. And this was indeed an aggression against all journalists and the freedom of expression. We call upon everybody to help us put an end to this occupation. We need your support so that this suspicious neutrality would come to an end. Please, as you have dealt in a certain way with the Ukrainian people, we call upon you to deal with the Palestinians in the same way. The world has given due attention to the tragedy of Ukraine. However, the tragedy of the Palestinians has been neglected. We call for the implementation of similar rules and similar standards. Instead of double standards, we call for similar standards that would be implemented for similar cases and instead of misleading practices and concealing the reality of the occupation so that there would not be complicity with the occupation. And we have all the intention to cooperate with the ILO in Geneva, in Jerusalem, so that we can develop fair and just regulations for workers. We thank you for your support that you have extended to our office in Jerusalem. We have read the report prepared by the Director-General, and we hope that this report would be seriously reviewed. And I would avail of this opportunity to wish the outgoing ILO Director-General a very happy life after he goes out of the ILO. And we would like to welcome the new Director-General-Elect. You have our cooperation so that we would improve the situation for the Palestinian workers under the motto there would not be any social justice in Palestine without ending the Israeli occupation and the establishment of the Palestinian State with Jerusalem as its capital.

Mr Zacarias Da Costa

Community of Portuguese-speaking Countries

On the occasion of the 110th Session of the International Labour Conference, the Ministers for Labour and Social Affairs of the Community of Portuguese-speaking Countries, the CPLP, meeting on 6 June 2022, aware of the imperative need for

cooperation and cooperation at a national level to mitigate the effects of the COVID-19 pandemic on the world of work, with a view to getting rapid regrowth of the economy after the crisis; recording and convinced by the principles of the Centenary Declaration and the Call to Action of 2021 as fundamental for an inclusive recovery which is resilient and sustainable, centred on people and social dialogue and the development of skills and decent work; reaffirming the importance of the system of supervision of standards of the international organization of labour and the importance of that being founded in best patterns of transparency, subject to impartiality and respect for the tripartite character of the Organization; reiterating the principles and commitments of the final declaration of the 16th meeting of Ministers for Labour and Social Affairs of the CPLP in 2021; recalling the commitment entered into in the Luanda Declaration signed on 17 July 2021, decided, first, to underline the importance in the context of the post-crisis situation to make it possible to take inclusive advantage and fair advantage of the transitions in the world of work with a view to cooperating innovation technology in a better way in accordance with the conclusions of the high-level global forum that took place in February 2022. Secondly, it continues to support safe conditions of work and [vgr INAUDIBLE 2:30] on the basis of principles of access to decent labour which is safe and secure. Thirdly, to welcome the discussions in course on employment, apprenticeship, the social economy and solidarity with a view to renew the commitment of the plan of action of the CPLP against child labour and to reaffirm the conclusions that came out of the 5th summit in Durban in May this year. Fourth, to renew the commitment to including rural workers, informal, domestic, independent workers, among others, in the formal labour market, making sure there is universal access to inclusive and sustainable social security systems. Five, reiterate the firm commitment to the current discussions on democratization of the governance of the ILO with a view to the Amendment of 1986 entering into force. Six, continue discussions in the Governing Body of the ILO of initiatives which will promote the supervision of standards in the ILO and the respective bodies with a view to reinforcing their transparent objective, technical, impartial and truly tripartite character. Seven, ratify the commitment to mutual support between the CPLP countries to promote decisions in the Governing Body which will strengthen the role of the Portuguese language as an official language or a language of work of the Organization in the most relevant meetings as well. Thank you for listening.

Mr Vladimir Shcherbakov

General Confederation of Trade Unions

Mr President, distinguished delegates and delegates to the Conference. First of all I would like to congratulate you, Mr President, on your election to this distinguished position. We are convinced that under your guidance the Conference will be able to successfully handle its business. The subject which has been chosen by the Director-General of the ILO for consideration at our conference, namely 'The least developed countries: Crisis, structural transformation and the future of work', is indeed topical and extremely important for workers around the world as at present and in the world of work. We can only agree with the position of the report whereby the programme adopted through the Doha Programme of Action in great part reflects the contribution in overcoming current problems and overcoming the tasks. In our view, it is extremely important that this report is addressed not only at 45 Member States of the ILO among the LDCs but to all its Member States. The international community has to take urgent measures in order to radically improve a very difficult situation. A special role in this

process needs to be played by the ILO, which unquestionably is the lead organization among international organizations regarding employment and all matters related to jobs. The pandemic has had a major impact on the economies and has had very major consequences for economic growth around the world. However, the consequences for the LDCs are even more serious as a result of the low level of development of their productive potential. The developed countries, with far greater financial resources and access to the vaccines, have been able to contain the effects and are actively recovering. Whereas the LDCs are making huge efforts in an attempt to counter the harmful effects of the pandemic. In accordance with its mandate, the ILO must help in this respect. We feel that under the UN agenda regarding sustainable development, the significance, the role, the place of the LDCs is clearer than ever in terms of solving the problems to ensure overall growth and to overcome extreme poverty. Thank you very much.

Mr Claudio Moroni

President (Argentina)

As a brief interruption, we can inform you that the vote has closed. The Government of Armenia has asked to be given the right to reply with respect to the intervention from the Government of Azerbaijan, and they will be able to reply after the last speaker on the list today. The reply has to be brief, not be longer than two minutes and conform to parliamentary language. The rules and practice of the ILO will apply, and there will be no reply to the reply itself.

Ms Nohra Padilla Herrera

Women in Informal Employment: Globalizing and Organizing

I am Nohra Padilla. I am a recycler from Colombia. In the 110th Conference of the ILO and its agenda on social and solidarity economy, we recyclers would like to be heard again, this time to remind the ILO that in the world there are 200 million of us working in recycling, working on tips, working in streets and in warehouses to rescue millions of tonnes of raw materials from the rubbish year by year. Although we have a job which makes a huge contribution to reducing climate change and preserving the natural environment around us, our working conditions continue to get worse. We do not have bosses. We still do not have just payment for the materials, and much less access to basic social security, and you cannot even start talking about safety in our work. However, we are part of the social, popular and solidarity organization. We organize ourselves into associations and cooperatives to face up to the fierce competition from incineration and burial companies allied to governments. Apart from seeking recognition of our work, in the hand of the recyclers of the world, we call for standards that come out of this which will emphasize the importance of working in an associative framework to get fair income and benefits for life and decent work. We deserve support and promotion and a collective process to preserve the means to support ourselves. With thousands of millions of workers in the popular, social and solidarity economy, for decades we have been taking care of our own support and basis to generate riches in other sectors, and during the pandemic. And once again our works have supported essential activities so that humanity can face up to the difficulties. In the sake of fairness, our voice calls on the ILO, enterprises, governments and formal workers to establish rules that will promote, protect and promote the development of the popular, social and solidarity economy, each part of it different

from the other. They are not the same as these companies disguised as cooperatives that are integrated with workers given they are forced to work. For us recyclers, we call for solidarity which will stop companies carrying out the threat that they have of excluding millions of recyclers from work and displacing them. Recycling without recyclers is only rubbish. The market economy is not the only alternative to managing the world economy and environment and social situation. We are faced with grave problems for millions of people. The popular, social and solidarity economy has to be promoted. Thank you.

Mr Julio Durval Fuentes

Confederation of Latin American and Caribbean Public Workers

President of the 110th International Labour Conference, governmental representatives, representatives of the employers, brothers and sisters. It is an honour to address you in my function as President of the Confederation of Latin American and Caribbean Public Workers. The world we are facing and the circumstances that we have to live in now mean more than ever that we have to revitalize and reposition the ILO. The gap between those who have the least and those who have everything is getting bigger and bigger, and that leads to new conflicts, wars and a threat to world peace. In his report, the Director-General warns us that we are facing up to a food, energy and financial crisis. But what are we talking about when we are talking about a crisis? Who suffers from the crisis? Who live out the consequences of the crisis? A recent Oxfam report reveals that in the middle of the worst pandemic of the last century, the corporate profits of the big multinationals exploded since they got extraordinary profits. This happened in the pharmaceutical, energy, technological and food sectors. In accordance with that report, in 2022 a million people fell into extreme poverty every 33 hours, while on the other hand, during the pandemic a new billionaire emerged in the world every 30 hours. So if we look at the situation of inequality, we see that there is not a crisis for everyone. This system has been set up and is structured around the progressive elimination of state capacities to regulate and to tax and work through many different mechanisms. External debt and so-called free-trade treaties being some of their most visible expressions. If we recognize that the public sector, through provision of high-quality services, is an important employer, if we recognize that, why do we not strengthen our efforts to point out its role in the creation of employment and in leading us to a new economic process with social justice? State workers, public sector workers are involved in these discussions and we promote them. We defend Conventions 151 and 154 on organization and the right to collective bargaining in the public sector but also public policies that we need to get social justice. The risk of a food, energy and financial crisis is that caused by the war or by the sanctions which try to combat the war. Can we try to avoid the crisis fighting against equality? With sanctions, we cannot work against either crisis or the war. The embargoes against Cuba and Venezuela in our country are examples of criminal activities. They should stop immediately. So how can we address this world of inequality? The international women's movement is proof that struggles can be structured at a global level, even while they still take account of the diversity of real situations in individual countries. We need to recover internationalism and class solidarity to fight against inequality in a movement which will bring us together and organize us to create a force which is capable of undoing this organization that is being imposed on us for the future.

Mr Pampis Kyritsis

World Federation of Trade Unions

Dear fellow trade unionists, ladies and gentlemen. In the period we live in, the economic crises of capitalism follow one another. The pandemic has not only dramatically widened social inequalities but also has been used for new attacks on democratic rights and trade union freedoms. The imperialist wars and interventions continue unabated. Certainly not for human rights, as they usually propagandize, but for the resources, for the energy, roads, for the ports and the seas. In Yugoslavia, in Palestine, in Lebanon, in Syria, in Iraq, in Afghanistan, in Cyprus, in Libya and so many other places. That is why, in the case of Russia's invasion of Ukraine, the invocation by the leaders of the United States and the European Union and NATO, the international law and the protection of human rights is at least hypocritical. The world peace is not being protected by even more militarism or patronage of all kinds of far-right nationalists and fascists. It cannot be based on sanctions and economic wars. All those who really fight for world peace and security, what they demand is the dissolution of NATO and all military alliances, the abolition of nuclear weapons and the respect of the independence and sovereignty of all countries, not only those which align and serve the interests of the Americans and their allies. Ladies and gentlemen, the ILO's motto for decent work, for sure it sounds very well, but it does not reflect at all today's reality of the living and working conditions. To be decent, the work must ensure the satisfaction of the contemporary needs of those who produce wealth. Advances in science and technology have long created the preconditions for meeting these needs, but the way in which this wealth is distributed is anything but decent. It is blatantly unjust and unacceptable. The world class trade union movement has no illusions. We know very well that this slogan, only through struggles, solidarity and internationalism, can it acquire substantial content. From September, the new Director-General of the ILO will be in charge. We congratulate him and wish him a good and productive tenure in the important role he is undertaking. Once again from this podium we repeat the demand that within the ILO the WFTU must be treated fairly and equitably on the basis of the principle of representativeness. We demand from the new Director-General to face, with fair and objective spirit, this issue. The discriminations and the exclusions must stop permanently. Such kind of ILO we need: pluralistic, representative and participatory. The WFTU, in any case, will continue to fight for workers' rights and for a world free of wars and interventions, without exploitation and discrimination. Thank you very much.

Ms Lorraine Sibanda

StreetNet International

Distinguished Chair and all delegates to the 110th Session of the ILO Conference. My name is Lorraine Sibanda, President of the Zimbabwe Chamber of Informal Economy Associations and of StreetNet International. StreetNet International is a global alliance uniting over 600,000 members from 53 countries. The majority are self-employed women who are engaged in street and market trading around the world. Their work may be in the informal economy but it is a vital contributor to the formal economy, to local economies and to nations worldwide. During the last two years, we have had many experiences of challenges due to COVID-19. These are reflected in this 110th Session which had to be held in hybrid form. But COVID-19 has had a more devastating impact on our members who are engaged in the informal economy.

COVID-19 is still present and poses overwhelming difficulties for informal traders and street vendors, most of whom have no access to either legal or social protections, including healthcare and public services, but have had to endure continuing restrictions on their right to work. In developing countries, most workers are in the informal economy. They work under precarious conditions and face the constant risk of losing [vgr INAUDIBLE 1:55]. They also face daily violence and harassment, mainly from public authorities and law enforcement agents, although they significantly contribute to the national and local economies. We are happy that the ILO Conference 2022 has chosen to focus on decent work in the social solidarity economy. Cooperatives and other forms of social solidarity economy can be a pathway to formalization for the informal economy workers. StreetNet promotes the social solidarity economy model as an alternative approach to business whose main goal is not only financial returns but also social benefits for their members and wider communities. The values and principles of the social solidarity economy are closely linked to decent work and social inclusion and can contribute to the development of a balanced and stable society as well as democracy. StreetNet affiliates are creating different forms of social solidarity economy organizations, including cooperatives, trusts, savings and credit groups, health and insurance groups. We advocate for supportive legislation and policies for social solidarity organizations so that they have can have access to finance, technical assistance, social security and tax benefits where possible. As a solution, StreetNet affiliates from Africa, Asia and Latin America have organized to create credit unions for their members and provide small loans in partnership with banks and solidarity funds. This type of social solidarity economy enterprise is quite popular among informal economic traders as they realize benefits of such mutual help schemes, which helps them to survive. StreetNet affiliates are engaged in different initiatives on promoting social protection for street vendors through the social solidarity economy. An affiliate in Senegal has been organizing awareness-raising activities about health insurance cooperatives. The ILO Recommendation 193 clearly states that it recognizes that cooperatives operate in all sectors of the economy and that the Recommendation applies to all types and forms of cooperatives. ILO Recommendation 204 explicitly mentions cooperatives and social solidarity economy. The support of governments is crucial to develop social nets, and Recommendation 193 provides guidance for what is needed. Appropriate legal and regulatory frameworks must be put in place for workers in the informal economy who want to organize into social solidarity economy units. And for those who have already done so, provision of easily accessible registration procedures and access to finance, particularly start-up capital, is necessary. Thus, we believe that the conclusions of the general discussion on the social solidarity economy must be built on the foundation of international instruments referring to social solidarity economy units and the ILO Decent Work Agenda in ways that include a definition which reflects the values and principles of the social solidarity economy that ensures the application of rights in the field of work and distinguishes social solidarity economy units from other economic activities as well as recognizes the social solidarity economy as a socio-economic sphere in its own right. The social solidarity economy can transform economies and aid the realization of a decent work agenda and livelihood security. We call for the promotion of a distinct identity for the social solidarity economy that distinguishes it from the public and private sectors. Our rights to organize into associations, unions, cooperatives and to represent ourselves as workers must be included and exercised. Nothing for us without us. Thank you very much.

Mr Henrik Yeritsyan

Government (Armenia)

President, Armenia requested the floor to exercise its right of reply to the unfounded allegations delivered by the Deputy Minister of Labour and Social Protection of Population of Azerbaijan. His statement presented narratives which have nothing to do with the reality and pursued the objective of diverting the international community's attention from the crimes committed by Azerbaijan against the people of Nagorno-Karabakh. Azerbaijani armed forces, throughout 44 days of the offensive in the fall of 2020, supported by terrorist mercenaries from the Middle East, deliberately and systematically targeted residential areas and civilian infrastructures in Nagorno-Karabakh. People fled their homes due to the imminent threat to their lives. All territories that were occupied by Azerbaijan in the course of the recent war were totally wiped out of their indigenous Armenian population. Meanwhile, Azerbaijani authorities spare no effort to systematically destroy the Armenian cultural heritage and thus rewrite the history of the region. The overwhelming majority of the forcefully displaced residents of Nagorno-Karabakh, around 88% of them are women and children. Many of them have become victims of repeated forced displacement since they have fled the ethnic cleansing committed by Azerbaijan in the 1990s. The Government of Armenia has developed a series of strategic interventions for affected people, covering a wide range of needs through mostly cash assistance, compensation for material losses, access to healthcare, including mental health and psychological support, physical rehabilitation, education, temporary housing and income generation. It is deplorable that Azerbaijan is politicizing humanitarian access to Nagorno-Karabakh by creating artificial impediments. It is further regrettable that Azerbaijan exploits the international platforms for bragging on its crimes in the atmosphere of impunity. I thank you.

Mr Claudio Moroni

President (Argentina)

Thank you very much. With this, we have finished the time dedicated to the speakers list in this session. Ladies and gentlemen, the secretariat informs me that the necessary quorum has been obtained in the vote on Point 8 of today's agenda: Approval of the amendments to the Code of the Maritime Labour Convention of 2006. The quorum was 317 votes. The amendment on Rule 1.4 attracting 339 votes for, two against and six abstentions. The amendment on repatriation under Rule 2.5: 335 in favour, 1 against, 11 abstentions. The amendments on communications relating to Rules 3.1 and 4.4: 336 votes in favour, no vote against and 11 abstentions. Amendments on food and drinking water relating to Rule 3.2: 340 votes for, none against and 7 abstentions. Amendments on medical assistance on shore: 334 in favour, none against and 13 abstentions. That was rule 4.1. Amendment on personal protective equipment relating to Rule 4.3: 343 in favour, none against and 4 abstentions. The amendments on notification of death at sea relating to Rule 4.3: 342 in favour, no votes against and 5 abstentions. Finally, the amendment relating to financial security and the registered owner relating to Appendices A2-I and A4-I: 337 in favour, no votes against and 10 abstentions. As a result of this, the amendments to the Code of the Convention on maritime labour have been approved. The detailed results of the vote will be published immediately in the Conference website and will be in record number. 1B. Thank you very much. Ladies and gentlemen, having said that,

I would like to thank all of you for your valuable contributions. With this, I would like to wind up the third plenary session of the 110th meeting of the Conference. We will meet again tomorrow. The session is adjourned.

▶ Tuesday, 7 June 2022

Mr Ali bin Samikh Al Marri

Government Vice-President (Qatar)

Please have a seat. Please, we would like to start the session. Good morning, distinguished delegates. Ladies and gentlemen, it is my great pleasure to declare open this fourth plenary sitting of the 110th Session of the International Labour Conference. Today we shall resume the plenary discussion of the reports of the Chairperson of the Governing Body and of the Director-General. I should like to remind you that the deadline for registering in the plenary list of speakers ends at 6 p.m. Geneva time. Please refer to today's daily bulletin for further information on how to register to speak in the plenary. Furthermore, I would like to ask all delegates speaking via Zoom to please do so using dedicated equipment and to make sure their surroundings are quiet. An inadequate [? 1:57] headset and loud surroundings make the work of our interpreters more difficult than it needs to be and results in messages being lost. I invite all delegates to keep this in mind as they take the floor today. Before getting into the substance of our sitting this morning, I am pleased to announce that the eight amendments to the Code of the Maritime Labour Convention submitted to vote yesterday afternoon were approved by an overwhelming majority. This amendment had been negotiated and adopted in May 2022 by seafarers, ship owners and government representatives during the Fourth meeting (Part II) of the Special Tripartite Committee of the MLC. The new provisions are based on some of the lessons learned during the pandemic. They are expected to enter into force in December 2024 and will contribute to enhancing the living and working conditions of seafarers around the world. My warm congratulations to all delegates for this significant moment in the life of our organization. May I invite you all to join me in a round of applause to mark this moment please? Distinguished delegates, ladies and gentlemen, we shall now resume the discussion of the reports of the Chairperson of the Governing Body and of the Director-General. I should like to make a call on all those who will speak on this report to do so with both openness and dignity that are appropriate of the highest international body in the realm of social and labour related matters to exercise the freedom of expression, a vital feature of the International Labour Organization, in a spirit of mutual respect. It is essential that all delegates use parliamentary language, respect all the accepted procedures, refer only to the items under discussion and avoid raising questions foreign of these matters. This discipline is necessary if we want our work to be effective and successful. Please note that this session of the Conference is operating under severe [? 5:05] time constraints [? 5:07]. As a result, the duration of a speech is limited by the operational arrangements to four minutes. Strict adherence to the time limit is critical for all forms of interventions. It is therefore strongly recommended that delegates should use courtesies to a minimum. We will be strictly following the speaker list as published in the daily bulletin and on the ILO event app except where a speaker is not in the room or online, in which case the floor will go to the next speaker on the list attending. Now I would like to call on the first speaker on my list. It will be the representative of workers from the Republic of Korea. And after that, I would like to ask another speaker from Bulgaria to prepare himself to speak.

But now I would like to give to the representative of the workers from Korea to take the floor.

Mr Dong Myeong Kim

Worker (Republic of Korea)

Good morning. My name is Dong Myeong Kim, President of the Federation of Korean Trade Unions. First of all, I extend my deepest solidarity to the people of Ukraine suffering from the devastating war and our brothers and sisters all over the world experiencing extreme hardships caused by COVID-19. Now the world is facing unprecedented economic recession and social conflict triggered by the war and the pandemic. The disproportionate impact of the pandemic on low-income groups and the least developed countries has further deepened social and economic inequality. In this context, the Report of the Director-General to advance the Decent Work Agenda in the LDCs has never been more important. Especially, I totally agree on the remark, “Particular attention needs to be given nationally to those who are most disadvantaged in labour markets, and internationally to the situation and needs of the LDCs," in order to implement the Sustainable Development Goals without any setbacks. I believe that there is a pressing need to significantly increase the official development assistance to achieve these goals. Korea has accomplished economic growth with strong perseverance out of the ruins devastated by the Japanese colonial rule and the Korean War, and has grown to become the 10th largest economy in the world. Nevertheless, Korea’s ODA to GNI ratio remains merely half the OECD average. The Korean Government urgently needs to step up the efforts to increase the ODA volumes. However, it is more important to promote decent work in LDCs since decent work is the essential element of growth potentials. The full protection of fundamental workers’ rights is the core of that effort. The two leading multinational companies, Pernod Ricard and Diageo, are ignoring Korean labour laws, oppressing trade unions and pushing ahead with coercive restructuring. Korean workers fully understand the plight of global supply chain workers in LDCs because we are also suffering from the same oppression. The FKTU will continue to urge Korean multinationals to fully respect the local labour laws in LDCs and call on the Korean Government to beef up the supervision. By doing so, we will take the lead in supporting the inclusive and sustainable economic growth of LDCs and promoting decent work for all. Regrettably, however, fundamental workers’ rights are not fully protected even in Korea. ILO fundamental Conventions Nos 87 and 98 came into force as of this year. However, Korean labour laws still have some provisions not in line with international labour standards. These include the narrow definition of employees, the return of the report on union establishment, excessive government intervention in the maximum time-off limit, unreasonable restriction on unions’ rights to industrial action and the punishment, state intervention in collective bargaining in the public sector, and total ban on political activities and industrial action by government employees and teachers. We, the FKTU, urge the new Korean Government to stop its attempts to forcefully introduce labour policies which will lead to longer working hours and undermine decent work, including flexible working hour arrangements and performance-based wage system. The Severe Accident Punishment Act must be reinforced and applied to all workers, taking note of this year’s important discussion on the inclusion of occupational safety and health as a fundamental principle and right at work. I also call upon the Government of Korea to immediately release Brother Yoon Taek-geun, Vice-President of the KCTU, who was arrested due to protest and demonstration. It is time for Korea to fulfil its responsibility as a member of the

international community by urgently resolving these domestic labour issues and actively promoting fundamental workers' rights in LDCs. We believe that this would be the way to advance the implementation of the ILO Centenary Declaration and the achievement of the SDGs. Thank you very much.

Ms Zhulieta Varlyakova

Government (Bulgaria)

Dear Mr Director-General Ryder, your Excellencies, dear constituents. It is an honour for me to take part in this session of the International Labour Conference, which for my great pleasure this year is being held in person. As in the past two years, again in the current year, the global efforts continue to be focused on addressing the effects of the COVID-19 pandemic, which unfortunately is not over yet. Director-General Ryder describes it very precisely in his report as a hammer blow to the global economy. Precisely a blow that was extremely severe for all countries, especially for those with least developed economies and fiscal capacity. Achieving the Sustainable Development Goals, as well as social justice, is impossible without paying special attention to the problems these countries are facing. Global inequalities continue to grow, with wars and armed conflicts in different parts of the world in addition to the COVID-19 pandemic. This current war in Ukraine poses a serious risk not only to the world of work but creates a risk of a food, financial and energy crisis on a global scale. The ILO has repeatedly proven throughout the years its important role in supporting countries in crisis and challenge situations. Allow me also to emphasize the importance of the Doha Programme of Action for which the ILO has a crucial role to play. International labour standards and tripartism are key ways to ensure decent work in all countries. At the national level, I would like to note that one of the main priorities of the National Employment Strategy of the Republic of Bulgaria is to improve the quality of the workforce in accordance with the needs of the economy. In the short term, the focus will be on acquiring digital and vocational skills and increasing employment to pre-pandemic levels. In the long run, the measures under the National Recovery and Sustainability Plan will be the tool for mitigating the negative impact and supporting the restructuring of the economy. Let me conclude by noting that it is no coincidence that the term international community is a term accepted and largely used in public international law. Speaking of community, we are talking about both common responsibilities and common rights and goals for peace, social justice and decent work for all, without an exception and in the spirit of the no one to be left behind principle. On behalf of Bulgaria, I would like to thank Mr Ryder for his great contribution to the Organization's work as Director-General, whose term coincided with an extremely difficult period on a global scale with regards to the pandemic. But nevertheless, he successfully led the ILO and its tripartite constituents through these unprecedented challenges. I thank him for his efforts and support, his dedication and determination in the spirit of excellent social dialogue and for strengthening the ILO's leading role in the UN system for decent work. I express my strong belief to work very productively also with his successor and wish both Mr Ryder and Mr Houngbo every success. Thank you.

Mr Pehin Abu Bakar Apong

Government (Brunei Darussalam)

Assalamualaikum warahmatullahi wabarakatuh, bismillahirrahmanirrahim. Your Excellency, President of the International Labour Conference, distinguished delegates, ladies and gentlemen. I am pleased to join fellow constituents in commending the Report of the Director-General on crisis, structural transformation and the future of work of least developed countries. The Director-General's report issues a broad and multi-faceted challenge spanning across the mandate of the ILO, the multilateral system and the global community to realize the importance of solidarity, policy coherence and purposeful structural reform in paving the road towards prosperity for LDCs. As stated by the Director-General, while further work may be needed to quantify the mandate and effectiveness of the ILO in manifesting decent work within the context of numerous global issues such as poverty, informality and demographic shifts, we believe the ILO is well equipped and should continue its imperative of cooperation and partnering for development for all Member States in need. Mr President, today as we cautiously re-emerge from the significant economic and social repercussions of the pandemic, bridging initiatives such as reskilling and upskilling programmes as well as non-standard approaches to employment, like Brunei Darussalam's i-Ready apprenticeship programme, that directly tackle youth unemployment, retention and building back industry confidence post-COVID. Since 1 January of this year, through such initiatives, 1,361 jobseekers have secured employment and 3,318 i-Ready apprentices are actively employed throughout various industry sectors. People-centred progress is at the very heart of Brunei Darussalam's Vision 2035. And, through the Manpower Planning and Employment Council, we are forging sustainable, globally and market-relevant employment programmes. However, resolute, continuous dialogue between policymakers and private sector partners remains a natural and logical building block towards fostering the skills our people need, the quality sought in the job market and the dynamism we endeavour in our economy. Therefore, Mr President, we are pleased to note that before this year's Conference are agenda items aimed at reflecting on the ILO's mandate in relation to the post-pandemic world of work, namely the role of the Organization in the social and solidarity economy, apprenticeships as well as the recurrent discussions on employment. Mr President, in closing I would like to take this opportunity to convey the Government of Brunei Darussalam's deepest appreciation to Mr Guy Ryder for his significant contributions in furthering the goals and aspirations of decent work in the South-East Asia region. I would also like to express our sincerest congratulations to Mr Gilbert Houngbo on his election as the 11th Director-General of the ILO. Thank you, Mr President.

Mr Shigeyuki Goto

Government (Japan)

Thank you, Chair. Director-General and distinguished delegates, I am Shigeyuki Goto, Minister of Health, Labour and Welfare. It is a great honour for me to make a statement today on behalf of the Government of Japan. Before going into the agenda, I would like to express Japan's basic position regarding the current situation in Ukraine. The recent aggression by Russia against Ukraine is a clear violation of Ukraine's sovereignty and territorial integrity, a unilateral attempt to change the status quo by force, an act that shakes the very foundations of the international order. This is a grave

breach of international humanitarian law and absolutely unacceptable. Japan condemns it. The Government of Japan expresses its unwavering support for Ukraine's workers and employers and its democratically elected government, as reflected in its co-sponsored ILO Governing Body resolution. Chair, please allow me to express my sincere appreciation to Director-General Guy Ryder and his team for their efforts in organizing this Conference. With regard to the themes of the Director-General's report, Japan has been supporting various forms of development activities for nearly 50 years through the ILO/Japan multi-bilateral programmes. These programmes respond to the actual conditions and needs of countries around the world through the initiatives such as improvement of OSH standards and development of social insurance systems. Last year we doubled our financial contributions to these programmes and have decided to maintain the level of these contributions this year. For the development of the LDCs, it is important that all relevant international organizations work together by considering the wide range of issues faced by LDCs as a common agenda while respecting each LDC's country ownership. In this context, I believe that the ILO needs to take strategic action in the areas of investing in people and building resilience against future shocks. For the past two years, we have been doing our utmost to overcome the COVID-19 crisis. We must now further advance the discussions with a view to building forward a better post-COVID-19 society while paying attention to climate change and achieving a just transition. From this point of view, Japan intends to actively contribute to the discussions at the 17th Asia and the Pacific Regional Meeting, which will be held in December. Finally, we would like to express our gratitude to Director-General Ryder for his work over the past decade. During this period the ILO has spearheaded various activities, including responses to the COVID-19 pandemic, among other crises, and initiatives for the future of work in response to structural changes in society. As a founding member of the ILO, the Government of Japan will continue to place special emphasis on social dialogue and make every effort to address persistent challenges in the world of work. Thank you very much for your kind attention.

Mr Hojatollah Abdolmaleki

Government (Iran (Islamic Republic of)

In the name of God, Mr Chairman, Excellencies, distinguished delegates, ladies and gentlemen. Since we met each other in the last International Labour Conference, the world and the world of work went through dramatic and rapid changes. Today, the world is more unilateral and more unliveable, while the world of work is even more uncertain, unequal and unfair since two years ago. But it is misjudgement if we think all such disturbing transformations are the outcome of the COVID-19 crisis. I believe that in the shadow of the COVID-19 pandemic we lived the world of tomorrow and experience the world of work of the coming decades beforehand. Based on what has happened to the world over the past couple of years, today we know that technological developments are not beneficial to all countries on an equal basis while the digital divide is widening, both within and among countries. Today, we know that unilateralism is not just a claim but a serious risk far greater than what we even think of. Yet, when it comes to protecting people's health and well-being through vaccination, it is still unrelenting. Today, we know that our global achievements in social justice and equality are fragile and unsustainable and how non-resilient the world labour market governance systems are against shocks and crises. Today, we know that not only building forward better is more difficult but building back better also is at risk. Distinguished colleagues, I believe that exposure to such realities

provided us with valuable insights into the future agenda and the ideal governance model in the International Labour Organization to fulfil its mission in the future world of work. The first point is the priority to restructure the International Labour Organization's historical agenda on social justice through the publication of the annual and global report on inequalities in the world of work as a basis for collaboration of international agencies. The second point is the need to redesign Governments' representation structure in the ILO's decision-making in the form of regional and geographical groups. We are facing the reality that the effectiveness of the current tripartism model in the ILO as the historical distinctive feature is at risk due to failure to represent the interests and priorities of all Member States. A truthful representation of the workforce in different countries and in different regions secures true tripartism and effectiveness of the ILO to deal with the challenges facing the future world of work. Excellencies, over the past two years the Islamic Republic of Iran had to face the severe economic impacts caused by the COVID-19 pandemic on its business environment and labour market. At the same time, it had to counter the unilateral coercive US-led sanctions. However, by relying on God Almighty, the collaboration of social partners and the principle of tripartism, it has made every effort to safeguard the opportunities for workers to enjoy decent life and decent work. In the new administration and in line with improving the welfare and well-being of workers and improving workers' livelihoods and creating a thriving and enhancing business environment, the policy of increasing the minimum wage of workers up to 57% has been implemented. Thereby, and along with the implementation of an inclusive insurance policy and boosting insurance coverage for the low-income, encourages the social groups. Furthermore, development of skill training resulted in increasing employment and has multiplied the capacity of home-based jobs together with other government economic policies which were led in 8% economic growth after many years of recession and despite cruel sanctions against our nation. In the same line, I am honoured to inform you that the final ratification stage of Convention 155 and the 1986 Amendment of the ILO Constitution by the Islamic Republic of Iran is in progress and will be communicated over the coming months. Ladies and gentlemen, according to the Report of the Director-General, the situation of workers and employers in the occupied territories is worrying and needs serious attention. I would like to thank the measures taken by the International Labour Organization and call for more serious action to ensure maintaining adequate living and access to decent work in these areas. In conclusion, I would like to express my sincere gratitude to the ILO Director-General, Mr Guy Ryder, for the sincere effort during the term of office and undertaking such an important responsibility, and express my hope that in the new chapter of the ILO operation, under the leadership of Mr Houngbo, the Organization is more agile, more democratic and more effective. Thank you.

Mr Antonio Fernandes Dos Santos Neto

Worker (Brazil)

President, Director-General, ladies and gentlemen, we are living in very challenging times. The coronavirus pandemic has exposed the collapse of the global economic system, especially in developing countries like Brazil. Deindustrialization, falling wages, the dismantling of the state, precarious forms of labour, the weaking of trade unions and the inequalities produced by neoliberalism have been a hammer blow for the most vulnerable. Governments that promised stability delivered misery and an absurd concentration of wealth. In Brazil this is exacerbated by a government that has shown scant regard for values like democracy, humanism and tolerance. In

order to understand the gravity of the situation, let me just say that over the past decade, for the very first time in 120 years, Brazil has seen zero growth. And it is no coincidence. It is a consequence of the hegemony of neoliberalism which has grown with the complicity of sectors that have claimed to be progressive but have promoted the most brutal forms of inequality and paved the way for the rise of an authoritarian government. As a result, in Brazil today almost 70% of the labour force is increasingly disillusioned or unemployed or in informal employment. Just five people in Brazil possess the wealth of 100 million of the poorest Brazilians. Only with a common national development plan based on legal precepts and respecting best international practices will we be able to reverse this situation in our country. The current Government continues and has stepped up attacks on workers, removing their rights, dismantling social security, persecuting unions, weakening collective bargaining and has been complacent with child and slave labour, and it has identified public servants, civil servants as enemies. As part of the situation, we have exposed a system of modern slavery called app work or the gig economy. In Brazil about one and a half million workers work on these mobile apps without paid rest, social security protection or a guaranteed income and working days of up to 18 hours a day, 7 days a week, earning approximately 10 cents an hour. Neglecting the consequences produced by this setback is not an option. Without regulation we would not be speaking out against modern day slavery dressed up as entrepreneurship. Since 2015 this organization has been studying the effects of working on these platforms, and now we need to guarantee social protection and union organization for these defenceless workers. We propose to build an international convention along the lines of the one for maritime workers. President, Director-General, before I conclude I must sound the alarm. The Government in Brazil has a negationist and economically cruel agenda. It has led to a genocide during the pandemic with almost 670,000 deaths and a mortality rate four times higher than the global average. And it is stirring up tensions within our democracy. The President of Brazil is creating distrust of our electoral system, and it is creating conflict between the powers of government, persecuting the press, the opposition and the judiciary. We need to see the return of a democratic world with sustainable development, decent jobs and respect for sovereignty. Remembering Pope Francis' encyclical Fratelli Tutti, we can aspire to a world that provides land, housing and work for all, and this is the true path of peace. Long live workers.

Mr Martin Kocher

Government (Austria)

Mr President, Director-General, ladies and gentlemen, I would like to start by briefly addressing the current situation in Ukraine. Austria condemns the unprovoked, unjustified and illegal Russian aggression against Ukraine in the strongest terms. This gross violation of international law and the Charter of the United Nations undermines international security and stability. Austria unreservedly supports the sovereignty and territorial integrity of Ukraine. Apart from incomprehensible suffering for the Ukrainian people, the Russian aggression has led to catastrophic destruction of jobs, enterprises and livelihoods which will have knock-on effects for years to come. In particular, it is the LDCs, the least developed countries, which are suffering under the global effects on global food security of the Russian aggression. Apart from that, the LDCs are faced with unprecedented serious and difficult challenges which have been made even more acute through the last two years of the pandemic. We are approaching the midpoint of Agenda 2030, and we are faced with worrying setbacks which endanger our hard-earned progress. If no one is to be left behind, the LDCs have

to be at the centre of our shared efforts. The new Doha action programme which was adopted in March in the first part of the LDC5 Conference renews our shared commitment to the LDCs. Here we urgently need a coherent multilateral approach. Therefore, I very much welcome that the ILO wishes to make a contribution to the implementation of the Doha action programme. With its expertise, the ILO can make a contribution to the management of structural change, to the creation of skills and training and to creating decent work. But we must not lose sight of the significance of fundamental rights at work as well, in particular looking at child labour which, unfortunately, has once again increased. I would like to now pick out two subjects of this Conference that are particularly close to Austria's heart. Firstly, I welcome the fact that the Conference is working on a recommendation for apprenticeships. Next year I am expecting to see an instrument which will provide useful suggestions for the design of training systems in which the acquisition of skills and qualifications in the workplace has an essential part to play. The dual training system in which vocational schools and training in the workplace are combined has always been a central part of the foundation of the Austrian labour market. Secondly, Austria, since 2012, has supported the idea of health and safety at work being recognized as a fundamental right and principle at work, and I am glad that this is to happen at this Conference. I would like to finish by wishing Director-General Ryder and all of us great success in this, his last Conference. I would like to thank him for his untiring and judicious dedication to social justice and decent work over the last few years which have been characterized by so many crises. I congratulate the incoming Director-General, Mr Houngbo, on his election and wish him every success already. Thank you very much.

Mr Vilay Vongkhaseum

Worker (Lao People's Democratic Republic)

Excellency Mr President of the International Labour Conference, Excellency Mr Guy Ryder, Director-General of the International Labour Organization, ladies and gentlemen. On behalf of the Lao Federation of Trade Unions' members and workers, it is my great honour to deliver my statement to the 110th Session of the International Labour Conference, which is a significant conference, especially this year as we have just celebrated the World Day for Safety and Health at Work, its 19th anniversary. First of all, I would like to express my congratulations to the speech of Director-General Guy Ryder at the opening ceremony, and agreeing with all of you mentioned recently. Distinguished delegates, the Lao trade union organization, as representing all Lao workers across the country, would like to express our sincere warm greetings and honest concern to all trade unions members and workers around the world who are facing the hardship caused by the COVID-19 outbreak two or three years so far. It is having a huge impact on the lives of all people, especially workers around the world, including business, economic and social development widely. Because of this, we have to adapt our lives to the reality of the situation and work together to pay attention to many aspects, as we call new normal, such as taking care of the well-being of workers to ensure good health and safety at work, free from accidents. As representing all workers, Lao trade unions at each level have focused on and considered it a priority to implement occupational health and safety for both formal and informal workers. We consider it important to fulfil our role, rights and responsibilities, and we encourage, promote and implement the Government's decree on safety and health through coordination with tripartite mechanisms and working with all concerned sectors. The Lao trade union has set out the Action Plan 2021-2025 to promote the National Social Protection Strategy, safety and health at work and decent work engagement. Ladies

and gentlemen, we have been able to implement trade union activity in many areas, such as to help workers affected by the outbreak of COVID-19, to educate them and their families on how to protect themselves, provided some food, necessary needs and relieved their challenges. Through the activities and implementation of such work, workers are able to have better awareness about safety and health. Workers receive a health check-up in each year. Apart from raising awareness on occupational safety and health, we also have a propaganda trade union movement and are organizing a trade union at the labour units of domestic and foreign investors across the country. Alongside positive achievements, we still [vgr INAUDIBLE 3:46] we face COVID-19 pandemic and some kinds of disasters happening which impact our action plans which not to reach as we expected. Mr President, on this occasion, on behalf of Lao trade union organization, I would like to express my thanks and appreciation to the International Labour Organization for cooperation and support to the Lao Federation of Trade Unions for many years, particularly support through the decent work programme. And I would like to take this opportunity to thank you all international communities and friends for their assistance, technical and financial. And here, we do hope that further technical and funding assistance and cooperation would have been continued for capacity-building of the Lao trade union movement more. Finally, wishing you health and all solidarity for the success of the 110th International Labour Conference. Thank you very much, Chair.

Mr Jameel Humaidan

Government (Bahrain)

Mr Chairman, President of the Conference, ladies and gentlemen, delegates, I am very happy in addressing you to congratulate the President of the Conference on this display of confidence in the work of our conference. I also wish to congratulate all of the Vice-Chairs and wish them every success. I would also like to convey my warm thanks to our dear friend Mr Guy Ryder for his unswerving efforts at the head of the International Labour Office. We wish to congratulate him for the results achieved under his stewardship, his commitment to the cause of work and for the constructive cooperation between the partners. We wish him every success in his future endeavours outside the Organization. I also wish to congratulate His Excellency Gilbert Houngbo, the newly appointed Director-General, who has been elected to this key position. We restate our confidence in his ability to lead our organization. Mr Chairman, I wish to commend the choice by the DG of the theme of the consequences of the crisis on the LDCs as the main theme of the report given the link between the crisis and the crisis facing the Member States. This report provides us with a road map for the structural transformation of the labour market and the contribution of these markets to developing social protection. The Kingdom of Bahrain, like other Member States, has made great efforts in order to face the consequences of the pandemic on its economy and on its labour market. I would like to emphasize our main initiatives. We have granted financial support and taken social measures for companies in the private sector in order to enable them to deal with the socio-economic consequences of the pandemic. We have, in this regard, contributed to stabilizing the labour market, avoiding mass redundancies and job suppression. Secondly, the employment insurance schemes adopted by the Kingdom since 2006 have enabled us to provide social protection to workers and job seekers. Thirdly, facilities have been granted to enable the mobility of migrant workers between different companies. Labour rights have not been disrupted throughout the pandemic. We have called on companies to publish vacancies in the local press and to cease discrimination against the foreign

workforce. And fourthly, we have strengthened preventative controls and checks, labour inspections, which seek to ensure that workers' rights are respected and to stabilize a stable working environment free of discrimination and violation of workers' rights. Fifth, Bahrain, for the fifth year running, is topping the rankings by the US Department of State regarding human trafficking. Ladies and gentlemen, Bahrain has just implemented an economic recovery plan which will be spread over four years. The plan seeks to stimulate the national economy, to develop the job market, to develop promising sectors and to attract growing investment which will create jobs. We have devoted particular attention to developing teaching training in order to ensure greater convergence between training and the needs of the job market. And finally, the Kingdom of Bahrain is pursuing its cooperation with the ILO and all friendly countries in order to implement the principles for which this organization stands and was created, in order to strengthen social justice and the implementation of fundamental rights at work in conjunction with the constituents. We wish every success to the work of the Conference. Thank you very much.

Mr Ali bin Samikh Al Marri

Government Vice-President (Qatar)

Could you please remain silent. Now the Government of Brazil has requested the right of reply in respect of the intervention by the Workers' delegate of Brazil. I shall accord this right at the end of the present session after completion of the speaker list of this morning. The reply must be brief, no longer than two minutes, and it must be parliamentary language. Following the custom of the ILO, there will be no reply to their reply. Now I will give the floor for the Workers' delegate from Japan, Mr Shimizu.

Mr Hideyuki Shimizu

Worker (Japan)

Thank you very much. Chair, Director-General, distinguished delegates and all participants, it is a great honour to address on behalf of workers in Japan. First, I would like to start with good news. The Japanese Diet will soon complete its ratification process of ILO Convention 105. Of course, this is a significant step forward for Japan. The Japanese Government must accelerate its action for ratification of Convention 111, the only core Convention yet to be ratified. Chair, we noted the Report of the Director-General with great sympathy for its analysis and relevance. As the Director-General pointed out, increasing productivity would be one crucial initiative that would help lift the situation in the LDCs. In this regard, JTUC-RENGO, in collaboration with the ILO ACTRAV, has been conducting the Africa productivity workshop since 1997. We have also published an educational manual as a tool for trade unions. JTUC-RENGO will continue these efforts. However, it will be difficult for any support measures to improve the situation of LDCs unless they respect and promote core labour standards, especially social dialogue based on freedom of association and the right to collective bargaining. Let me call all Member States and their tripartite members to reaffirm their commitment to ratify and implement the core international labour standards. Finally, I would like to express my sincere gratitude to the Director-General, Mr Guy Ryder, who will soon complete his ten-year term. It has been our great pleasure to work with the current DG to realize social justice and decent work in these difficult times. Let me conclude my speech with our trade union spirit of solidarity, promising that we, the

trade unions in Japan, will continue to be actively involved in the ILO activities in the future. Thank you for your kind attention.

Mr Rafael Eugenio Rodríguez Pellecer

Government (Guatemala)

It is an honour to speak at this plenary session before representatives of workers, employers and governments at the 110th Session of the International Labour Conference. After a pandemic that devastated our economies and transformed the world of work, meeting here today is a sign that countries can and must recover from the crisis of COVID-19. And as the Director-General pointed out in his report, it is important to focus on least developed countries whose economic growth has been even more difficult because of poverty, malnutrition, climate change and armed conflict which have made it even more difficult for them to pursue their dreams. There has been the terrible impact of the crisis on the most vulnerable groups, including those who work in the informal economy, women, young people, migrants, and the impact on education. Very often this has led to an increase in child labour which is something that we are doing everything we can to eliminate. President Alejandro Giammattei, through the Ministry of Labour and Social Affairs in Guatemala, has always been focusing on the improvements for workers, trying to adapt to new technologies and adapting their skills to the digital economy. And he has adopted the following measures which I would like to talk about here. He has strengthened and modernized the IT systems of the labour inspectorate, taking on more people and more IT equipment. He has extended coverage and modernized government employment services through creating virtual service points, hybrid job centres in order to set up as well the virtual window for employers and for workers. We have been trying to improve public employment services by setting up single windows within municipalities, which have made it easier for workers to contact employers and easier to match supply and demand in all areas of our country, improving accessibility for strengthening labour skills and employment and entrepreneurship skills, focussing on technical skills for sectors with greater potential for the creation of dignified labour. Improving English teaching, for example. But we are going further than that. We are also focusing on ICT, on pharmacy, on manufacturing services, all of these areas where we hope 2.4 million jobs will be created over the next ten years, and the first job programme which has also been an attempt to try to help young people between the ages of 18 and 24 without experience to integrate into the labour market with specific support to help them through skills training. And finally, creating orderly, regular and safe migration through the regulation of employment recruiters and enabling Guatemalans with temporary jobs abroad to be part of a strategy for creating employment in the short term, creating sources of employment within the country in the long term so that migration is an option not a necessity. So allow me to say that we have a lot still to do and that many of these tasks are very challenging. And our countries need to be resilient, as Guatemala has shown throughout this crisis, with high economic growth rates. But we still have so much to do. I would like to invite the tripartite constituents to renew their efforts to move forward together, focussing on issues of common interest which will help us to build a real recovery in our countries. But allow me to finish by saying that we also need to face up to the impact of the unjustified Russian invasion of Ukraine, in view of which the ILO must speak out because it is a clear violation of the basic principles of its Constitution, leading to terrible consequences in the labour market in Ukraine and generating a global food, energy and financial crisis. Thank you.

Mr Kyung Shik Sohn

Employer (Republic of Korea)

(No interpretation available)

Mr Wills Rangel

Worker (Venezuela (Bolivarian Republic of))

President, we the workers of the Bolivarian Republic of Venezuela express our concern about the future of the world of work as far as the quality of work is concerned and the maintenance of the social benefits which we have conquered over the years through hard trouble which now capitalism is trying to do away with to increase its profit at the cost of exploitation of the workers in order to overcome its own crisis. We cannot permit this grave crisis through which the capitalism model is going, aggravated by the coronavirus pandemic, to be resolved by plunging millions of workers across the world into poverty. Only in Latin America the pandemic crisis destroyed 31 million jobs. We have to get rid of growing inequality to be able to achieve peace because without a just distribution of the riches that are socially produced, tensions and social conflict will continue. In our country, apart from the pandemic crisis, we are faced with the application of coercive unilateral measures by the American empire in alliance with various countries of the European Union. These measures have done away with the situation of economic and social prosperity that we had been developing as from 1999, set out in the text of the Constitution of the Republic and in the organic law on labour. The workers conquered these achievements in the Bolivarian Revolution led by Commandant Hugo Chávez. More than 550 coercive measures have been implemented against our country, including the blatant theft of strategic assets and the serious theft of the gold reserves in the Bank of England and the freezing of assets outside the country. The blockade has got in the way of the Bolivian people's access to food, health, somewhere to live and the great social missions created by the Bolivarian Revolution which also affects the employers in their ability to produce, which reduces the benefits to the workers as far as their pay and social benefits is concerned. However, despite the criminal embargo on our country, thanks to the firm political guidance of the revolutionary government and the noble discipline of our country and the solidarity of friendly countries such as Cuba, Russia and China, we have been able to set in place measures to control the pandemic which were very effective. At the moment more than 95% of the people have been vaccinated, and there are only 1.99 infections per 100,000 inhabitants. The working class has had a crucial part to play in the production of goods and services during the pandemic, providing food and the basis of life for our people. In 2020 and 2021 we were able to produce 85% of the food that we use internally. We call on the ILO to open an investigation into the economies of countries subjected to embargos to find out how these coercive, unilateral measures affect workers, how they affect employers. We call on this organization to help countries that are embargoed to mitigate the negative effects of the sanctions and increase the resiliency of their people. In Venezuela, we the workers have set up productive councils of workers which are a vanguard, which makes it possible for us to promote the productivity of our strategic enterprises despite the embargo which has a direct effect on the growth of our economy, thus showing that without the class consciousness of the workers it is not possible to have social prosperity and economic development in our country. In Venezuela our worker president, Nicolás Maduro, has called again and again for dialogue, for which reason

last April there was a social dialogue forum, which took place which the employers were also involved in, moving towards an economic system based on centralized planning which will make it possible to move beyond the petroleum-centred economic model. The workers of Venezuela are sure that we will defeat this criminal embargo and lead our economy into progress. Long live the country. Thank you.

Mr Vytautas Silinskas

Government (Lithuania)

Mr Chair, Excellencies, distinguished delegates, it is a great honour for me to address this plenary today. I would like to join all delegations here in welcoming the Report of the Director-General prepared for this meeting. We have one world and one humankind. Therefore, this is precisely what we need in this situation. This is a high-level political attention to keep the international community focused on expanding assistance and cooperation to the least developed countries. The ILO has a strong mandate to contribute to the implementation of the Doha Programme of Action as well as to the 2030 Agenda for Sustainable Development. It is critical that the ILO maintains its universal mandate and presence even in crisis situations. But this cannot be taken for granted. Ensuring no one is left behind in the development process is an essential challenge of our times for all countries and all people. This requires active and dedicated support and investment from Member States and other partners. We cannot achieve sustainable development without peace. Lithuania welcomes and strongly supports the resolution of the Governing Body of the ILO on Russian aggression against Ukraine. This severe aggression is incompatible with justice, human and labour rights and with the aims and purposes of the ILO membership. Lithuania urges the ILO to speed up the process of relocation of the ILO technical support team and regional office to an area outside the Russian Federation. We have another hard lesson in what we already know: in times of emergency, it is always the most vulnerable who bear the brunt. The question is what governments and social partners can do to facilitate the creation of more sustainable and decent work to support the most vulnerable. Our collective efforts are crucial in combating poverty and decent work deficits by promoting fair and inclusive labour markets, adequate social protection and strong social dialogue. It is important to actively participate in actions to further promote social justice. Enabling the future that works for all is our common responsibility. We cannot achieve it alone. Changes in one region are inevitably affecting life in the rest of the world. This is why we have to strengthen our cooperation both at the national level and also to cooperate with the regional partners that face similar challenges. We can enhance the ILO only by creating our common commitments to effectively implement international standards and policies. Mr Chair, let me conclude by saying that this is the time to expand solidarity and invest more in humanitarian assistance, sustainable development and peace. Development cooperation is a critical pillar to strengthen a common future based on human rights, social, economic and environmental justice. Thank you.

Mr Gerardo Martínez

Worker (Argentina)

President, distinguished delegates, ladies and gentlemen, we are living in times of great uncertainty as a result of a health, economic, social, labour and political crisis. The concentration of wealth, inequality and poverty have all been exacerbated. We

were not on the same footing when COVID burst into our lives, and workers, we call for peace and dialogue to build a more fair and equitable world for our peoples. The conflict between Russia and Ukraine, as well as other armed conflicts, have demonstrated this system has failed. We would like to underscore the need to build a social contract with socially inclusive economic development to deal with historic injustices. We need to regulate the financial markets so that they are in the service of productive economy, in the service of the common good. A just and fair transition is the way to achieve economic development with respect for our common home. We must build a new financial architecture to enable us to help developing countries and generate greater certainty in terms of paying off debts. Democracy, multilateralism and tripartism must be at very heart of a totally inclusive recovery. More than ever we need an ILO leading global governance with a reconstruction agenda in order to recover from the damage caused by this crisis. We welcome the opportunity to reach the necessary consensus at this Conference, so that we can declare occupational health and safety a fundamental principle and right at work and deal with gender equality. In our region, informality, precarious work, unemployment and poverty require comprehensive social protection systems. We continue to see violations of labour rights, of union rights. And the persecution and attacks on social and union leaders, repression of the state against representatives of the people and the weakening of collective bargaining are features of our democracies. The situation in Argentina needs to be seen in the context of an economic collapse as a result of the doctrine of structural adjustment and the heavily indebted policies of the previous government. We had only just taken power in the government when the pandemic struck, and we saw the health-related measures and the isolation and a difficult situation. We designed policies to do with social protection, labour and production, but we saw the dismantling of the real economy and the emergency situation. We strengthened institutional measures of dialogue for the trade union movement. And on 19 February 2021 we created the socio-economic council as a fundamental tool for state policy. Social problems are not ideological. Inflation is a tax on the poor and a bad cholesterol for economic productive structure. We call for development production and work as the pillars of social justice. Political dialogue must promote state policies, confidence, predictability, legal certainly in order to respond to the demands of our people for long and medium-term opportunities. I would like to pay tribute to the Director-General Guy Ryder who has been a great friend. Since he came from the Workers' group he has been promoting social tripartite dialogue to create a more inclusive world. Claudio Moroni, I would also like to pay tribute to as the President of the Conference. Thank you.

Mr Alberto Echavarría

Employer (Colombia)

Thank you very much, President, for giving me the floor. I would like to congratulate the entire podium, in particular Mr Alexandre Furlan for his election as Employer Vice-President in this Conference. From the Director-General's report, I would pick out the emphasis on strengthening the economic strength of enterprise, in particular SMEs. To promote economic prosperity, simple and transparent regulations are needed to make it possible for companies to develop and provide work to their employees. Such policies should create conditions in which it is possible for a transition to formality to occur to provide prosperity for everyone. Protection and improvement of the situation of workers and their families have to go along with efficiency and productivity in an environment and economy that is competitive. After the social

protests in 2021, in Colombia we reached a tripartite agreement for an increase in the minimum wage for 2022, overcoming inflation of more than 4.4%. Tripartite efforts, along with the ILO, in the Subcommittee for International Affairs on the unification of collective bargaining when there is a union competition made progress. This strengthens the situation of unions and increases confidence in negotiation. We also have to mention the follow-up to the ILO's control bodies. On the other hand, I would like to say that to protect the health and life of workers and reduce the effects of COVID-19 we, the Colombian employers, launched a programme to provide vaccines to people working in companies. More than 1.5 million vaccines have been distributed so far. That is part of our commitment to conscious capitalism as employers. We would like to congratulate the Office [vgr INAUDIBLE 2:50] for supporting the ANDI Centre for [vgr INAUDIBLE 2:56] work on new work policies looking at strengthening working relationships and collective bargaining. The studies have made it possible to get a founded, broad vision of the national situation leading to improvements in legislation and case law. There have also been meetings of experts, workshops and training for enterprises for social security and health and safety at work. In one of them we even had the Government and the heads of the union confederations taking part who were able to give us their visions. Ladies and gentlemen, Mr President, we have to create new links between ourselves to strengthen social dialogue, to overcome the difficulties that we face due to the pandemic. We, as Colombian employers, are committed to a just exit from this crisis, protecting the lives and health of workers, providing more social benefits, making enterprises stable and providing decent work in general. We reiterate our good will, and we continue to be committed to social dialogue as the best tool to strengthen democracy and achieve consensus in matters of shared concern between the workers and the most representative organizations. Thank you very much.

Mr Seamus O'Regan

Government (Canada)

President of the International Labour Conference, Ministers, Ambassadors, Director-General and delegates. My name is Seamus O'Regan. I am Canada's Minister of Labour. Canada is a founding member of the International Labour Organization. At one point, when European soil became unsafe during the Second World War, Canada became its host. We remain its proud partner in promoting the rights of workers around the world. And today, surmounting our common challenges in building back better for the least developed countries means, as outgoing Director-General Guy Ryder wrote in his recent report, undertaking a human-centred recovery that establishes a sustainable development path towards a brighter and more inclusive future for their world of work. The unprovoked attack by Russia, Canada and its allies are continuing to support the future of Ukraine as an independent, democratic nation where the voice of Ukrainians dominates as opposed to the voice of hatred. Russia's unjustifiable attack violates the principles that this organization was founded on, and the world will not stand by. It will not bear witness to any more suffering. Ukrainians will be able to live freely, safely and prosper again, and Russia will be held accountable. This war is affecting working families around the world even as we recover from this pandemic. In Canada, our unemployment rate is the lowest recorded in almost four decades. Though almost every family is working, few feel like they are getting ahead. The cost of living, the cost of housing, the cost of fuel continue to climb while wages stagnate and union memberships decline, while the business class post record profits and we see record rates of depression of anxiety and of household debt. For decades,

politicians on the left and politicians on the right have been telling working families that they can rise as far and as fast as their talents will take them, through hard work and perseverance they can succeed. We have let that message be the backdrop to decades of growing inequality. "You can do it. You can do it, if only you have the talent, if only you work just a little bit harder." But if you are one of the 5 million Canadians or one of the 689 million people living in poverty, what does that message sound like? With enough hardship, it starts to sound a lot like blame. Your talents have not taken you far enough. Your hard work has not paid off. And over time, that message starts to make working people angry, anger that can be harnessed and co-opted. So we get convoy occupations in our capitals. We get yellow vest protests. We get unstable democracies, cynical politics and populist movements. We need to do better for working people. We need more policies that include people in economic prosperity. And we need to tell better stories about what it means to succeed. Stories about dignity of work, not just the dignity of some kinds of work. Because everybody works hard. Nobody works themselves into poverty, and no one alone works themselves into a $100 billion company. The market does that. Fortune or misfortune do that. A healthy, fulfilled workforce that we treat right through our policies and our rhetoric, that is good business. That is good governance. That is good advocacy. A broad coalition, a global coalition of unions, businesses and governments using all the tools with everyone at the table, this is how we grow our economies, face down the climate crisis, create fair working conditions. This is how we bend the arc of human history back towards social justice. This is how we provide decent work. Thank you.

Ms Margarida Adamugi Talapa

Government (Mozambique)

President of the International Labour Conference, Director-General, all protocol observed. On behalf of the Government of the Republic of Mozambique, it is my pleasure to congratulate the President on his election, and indeed the other members of the bureau, and to commend them on the way in which they are steering our work. I would also like to pay tribute to His Excellency Filipe Jacinto Nyusi, our president, who has been leading our country in such a challenging and unprecedented time for the country due to the damaging impact of natural disasters, the COVID-19 pandemic and terrorist attacks in certain districts of Cabo Delgado province. The Government and social partners of Mozambique wish to pay tribute to the Director-General, Mr Guy Ryder, who has made tireless efforts during his term of office, and we will always remember his lessons and work as playing a key role in promoting decent work. We congratulate the Director-General on having chosen the theme for his report as 'The least developed countries: Crisis, structural transformation and the future of work'. It is a valuable tool and a diagnostic of the challenges facing labour markets in LDCs, and it contains proposals for a structural transformational agenda along with investment in people, in promoting technological innovation and mobilizing international solidarity. President, Mozambique is one of those countries that has grappled with the challenge of creating employment for young people, and we are trying to rise to this challenge by adopting a number of measures in the context of a plan of action for employment policy which has been drafted with the support of the ILO. The Government and its work have made it possible for young people to acquire the necessary skills to integrate the labour market. The issue of apprenticeships and the recurrent discussion on employment are also important opportunities giving us the chance to rethink our employment promotion policies as we rise to the challenges of the COVID-19 pandemic and try to protect the environment and deal with

technological development. Another important issue at this session is including occupational health and safety as fundamental principles and rights at work. Mozambique is committed to health and safety at work, and it is no coincidence that every year we hold a national conference on the issue. And in 2018 we ratified Convention 176 on health and safety in the workplace, and we have ratified 187 and 155 on health and safety in the workplace. Ladies and gentlemen, to conclude, once again I wish to commend the ILO's efforts over the years in supporting cooperation with Mozambique in various areas, and we support the proposed Programme and Budget of the ILO for 2022-2023. We sincerely hope that important decisions and recommendations will come out of this Conference which will contain important recommendations for the world of work. Thank you very much indeed.

Ms Miriam Pinto Lomeña

Employer (Spain)

President, Vice-Presidents of the International Labour Conference, Director-General, governmental representatives, employers and workers, it is an honour to me to speak before the plenary of [vgr INTERRUPTION 0:59]. The Report of the Director-General we think is very positive and well taken. The recent past has shown that the global world is better than we thought. The pandemic and wars are showing the resilience of the system of cooperation, which is good for all countries, in particular the least developed. The global food crisis, energy and financial crises are facing us. For the global model to function, it is necessary for the international institutions to work more and to work better, both in the monetary and in the socio-economic area. For the first time, humanity has gone through a pandemic together, which is a great challenge. The Sustainable Development Goals require activity from enterprises and international organization and from ourselves as transformative actors. The ILO has an extremely important part to play in this international agenda and it needs to work as an accelerator to guarantee economic growth through employment. The ILO has to provide leadership to least developed countries through its road map, and it should do it through tripartism and through social dialogue, two instruments that have demonstrated how they can promote sustainable development, increase productivity, promote growth and assist digitalization in the global economy. The most recent developments in the Spanish economy have seen thousands of companies closed because of the pandemic and more than 4 million people laid off for health reason. And the social partners and the Government, through tripartism and social dialogue, have been able to achieve extremely important agreements which made it possible for us to get through the crisis with as little loss as possible to employment and the business structure. There were six big agreements addressing employment and other structural agreements to modernize the economy and labour relationships. So, we were able to regulate teleworking. We were pioneers in Europe in the provision of rights and protection to people working on platforms. We addressed the fairness of pay and the competitiveness of enterprises. We set up systems for the provision of care. We had a pensions reform to guarantee the sustainability of the system. And more recently there was a labour market reform to modernize this, as far as employment and collective bargaining is concerned, and to provide companies with the internal flexibility that they need. We have made advances to provide social protection and security to everyone and a more inclusive, fair and dynamic labour market. Before I wind up, we would like to express our gratitude to Guy Ryder for his years of service and for the successes achieved and wish him all the best for the future. We are confident in the new Director-General and his capacity of leadership to face up

to the new challenges against the indispensable background of the Centenary Declaration. We can assure him the support of our organization.

Mr Elsade Atia Mohamed El Nakeeb

Worker (Egypt)

Mr Guy Ryder, Director-General of the ILO, Mr President, ladies and gentlemen. On my behalf and on behalf of the working class in Egypt, I wish to greet you all, all the participants in this Conference and the tripartite constituents from 187 countries. I would like to greet you from Egypt, which is being led by the son of Egypt, President Abdel Fattah el-Sisi, who has endeavoured to provide decent living conditions for the people and the citizens of Egypt through a number of national projects and initiatives that have led to the reduction of unemployment rates by more than 3%. We are happy to be meeting face to face after two years of the COVID-19 pandemic which has impacted negatively all the economies of the countries of the world. This pandemic has impacted the workers in most sectors and impacted the productivity, particularly workers in the informal sector and workers in the health sector. This has led to the increase of unemployment rates globally and prevented thousands of families from benefiting from civility and from their livelihoods. The Egyptian President has set up a number of initiatives, like the 100 Million Healthy Lives initiative, in order to face the COVID pandemic, and we were able to reduce the COVID cases to eight cases per day through the wise leadership of our president. Egypt continues to fight terrorism, which is a pandemic that is also affecting a number of countries in the world. This has also had an impact on our services and raw materials and commodities and impacted the tourism sector. The Russian war against Ukraine has also had a negative impact on the economies of the world and the workers all around the world. Egypt has amended a number of its laws in order to improve the lives of its citizens, such as the law on social security, wages and the laws regarding labour unions. And indeed, our labour unions are currently witnessing elections that will help provide workers with their rights that are guaranteed by the Egyptian constitution. Egypt [vgr INTERRUPTION 3:07].

Mr Akmadi Sarbassov

Government (Kazakhstan)

Good morning, Chair. Good morning, distinguished delegates. First of all I would like to greet you on behalf of the Government of the Republic of Kazakhstan. Kazakhstan reaffirms its commitment to the ILO goals, which are topical. This emphasizes the importance of the mandate of the ILO, social dialogue and social justice. At the core of our government's concerns are human dignity, providing social protection from birth to old age. Our policies are determined by the first priority which is the national plan for development of Kazakhstan until 2025. Thirty years ago, Kazakhstan became a full member of the UN. Throughout all these years Kazakhstan has set out its commitment to global peace and security, development and human rights. Over this period, Kazakhstan has ratified the 25 Conventions of the ILO. We have ratified Convention No. 175. We signed last year, with the social partners, a general agreement whereby we strengthened our agreement on consultation on ratification on a whole series of ILO Conventions, including 131 and 190. The COVID pandemic has brought about adjustments in the labour market. Measures of social protection over the past two years have been introduced, and we have included 4.6 million of our inhabitants in this social safety net. As part of the implementation of the

social pact, we have $2.6 billion in social support in order to achieve social objectives. Through these effective measures we have been able to keep unemployment at an acceptable level. We have undertaken a whole series of measures to include the inclusion of women in the labour market. We have rolled out the digital economy, flexible forms of employment and brought about changes in our tax code. The changes to our workers' lives have been set out through various measures on worker security all the way to 2025. In implementing the presidential decree, the Government has adopted a new plan regarding human rights, one of the main thrusts of which is based on the freedom of association. In responding to the challenges, and given the new problems, in consultation with the social partners we have drawn up a new employment code in order to improve measures of social protection to improve the proper assessment of workers' contribution. Mr Chairman, delegates, on 5 June Kazakhstan held a major event where the majority of our citizens supported the change to the constitution through a referendum in order to build a new, fair Kazakhstan. This sets out the path for our country and lends fresh momentum to our social development. Kazakhstan, further to the referendum, has set out that the main drivers for the development of our country have to be work, knowledge and citizens' involvement. And only thus can we establish a middle class and a prosperous economy which will bring about consistent income, preserve jobs and improve the standard of living of our citizens. In concluding, I wish to emphasize that the Government of Kazakhstan is prepared to work to improve social justice and decent work, consistent with the standards of the ILO. Thank you very much.

Mr Adllander Costa De Matos

Government (Sao Tome and Principe)

ILO Director-General, representatives of ILO Member States, dear participants. At the outset, on behalf of the Ministry of Labour, Solidarity, Family and Vocational Training of Sao Tome and Principe, I would like to greet all of the participants of this Conference. Excellencies, at this august assembly, I would like to reiterate that Sao Tome and Principe is firmly committed to all of the key principles and values of the International Labour Organization. I would like to remind you all that we are a member of the ILO since 2 June 1986 and we have ratified many Conventions and core Conventions. In ratifying those instruments and adopting the Decent Work Country Programme, we have enabled our country to better regulate the labour market. And we have improved labour relations, health and security in the workplace, strengthened social dialogue and created better social justice in the country. The Government of Sao Tome and Principe has decided to make social protection one of the key thrusts of our government's programme, and with the support of the World Bank, we have created various programmes to support families in socially vulnerable situations, including the socio-economic response to COVID-19 programme which is designed to deliver direct payments to families so as to improve their income and help combat intergenerational cycles of poverty within families. In addition to that, we have created the parental education programme in order to respond to the problem of school dropouts and encourage the education of children and try to combat child labour in our country. In the framework of compulsory social protection, we have reformed the legal framework. We have reviewed the methods for calculating pensions. We have reintegrated various mechanisms of monetary coverage. We have reviewed the fines and charges for the late payment of contributions. We have enhanced inspection procedures. We have increased the rate of contributions. All with a view to improving the benefits and responding to the rightful aspirations of our people in this respect.

With regard to apprenticeships, we have expanded comprehensive educational coverage and we have tried to adapt the curriculums of vocational training to the world of work. We have created internship programmes in the workplace, trying to meet the Decent Work Agenda and helping people make that transition from school to the workplace. Our country is committed to a reform of the national curriculum, trying to pursue the transition to creating green jobs. And with regard to our economy, we would also like to underscore that Sao Tome and Principe is currently engaged in the transition to a blue economy, trying to make the most of its location and natural resources in order to contribute more successfully to the SDGs. That is all I wanted to say at this Conference, so thank you very much indeed for your attention.

Mr Aleksandr Shokhin

Employer (Russian Federation)

Mr Chairman, ladies and gentlemen, on behalf of the Russian employers, I wish to greet all delegates to the 110th Session of the International Labour Conference. The crisis brought about by the pandemic continues to govern developments in the labour market. It has exacerbated problems regarding the creation and preservation of jobs. The use of various forms of employment, adjustment of qualifications to employers' requirements, all this is relevant to all economies, as emphasized in the DG's report entitled LDCs, the crisis, structural transformation and the future of work. We also share the DG's view regarding current developments and in saying that the 2030 SDGs must be the priority goal for all parties. Regarding ESG factors, we must solve the problems in the social employment sphere, in particular supporting employment, preserving jobs, improving the flexibility of labour relations. And work to this end is being done on a tripartite basis in Russia. The global economy had barely recovered from the pandemic when the situation has been worsened through the implementation of unprecedented economic and political sanctions against the Russian Federation which have a direct impact on the labour market, bringing about higher unemployment, reducing income and the social protection of our citizens. We have disruption to the supply chain, violations regarding the work of international corporations and a breakdown in logistics, which are not only creating challenges in the labour market but are having consequences for the whole international community and its well-being. There is a need for the economy to adapt to the pressure of sanctions. In order to preserve jobs and create sustainable employment, the Russian Government is introducing and economic tax and social measures in close conjunction with the social partners in order to improve the situation. We regret the position of countries who have brought about these sanctions, who are putting pressure on other countries and companies to use so-called secondary sanctions. There are international organizations which, instead of using social and diplomatic dialogue, are seeking to settle problems on the battlefield until victory. This is unacceptable, and we feel that no restrictions can provide a solution to the current crisis. We feel that the International Labour Organization must set out its position in this regard. Social partnership and social dialogue have been the basis of the ILO's work for over 100 years of its existence. This approach is more needed than ever, and the Russian employers support it. We trust that the ILO will take measures consistent with its goals, tasks and principles in avoiding damaging politicization in its decision-making process. In concluding, I would wish all delegates, on behalf of the Russian employers, every success in the 110th Session of the ILC. Thank you.

Dr Ágnes Cser

Worker (Hungary)

Dear Mr President, dear Secretary-General, distinguished delegates. What does the Hungarian employee wish for? A workplace that is healthy and safe, providing a decent livelihood for the workers and their family. During illness they want social security and rehabilitation. Therefore, jobs must be created as well as an income that provides a decent livelihood both in the countryside and in the city. I am speaking to you on behalf of the Hungarian workers' side. In 2021 new COVID waves made employment more difficult and put an extraordinary burden on workers in the health and social sectors, although the unemployment rate fell below 3.7% due to government measures. While in 2020 the volume of GDP decreased by 5%, in 2021 the expansion was 6.4%. The average wage of the national economy increased by 8.7%. The average salary of those working in the healthcare sector increased by 20.7%. The family tax allowance was HUF12 billion in 2009, while by 2022 it reached HUF980 billion. The Government's guarantee of utility cost reduction largely supports family spending with more than HUF1,000 billion left over for families. Occupational healthcare and social justice require that this benefit also covers temporary, platform and seasonal work, family businesses and self-employment. With prevention, diseases can be prevented, and this is in the national economic interest. Prevention requires regular education, occupational health promotion and the operation of an occupational health network. Recognition and management of psychosocial risks requires tripartite cooperation. Increased workplace inspection is an important means of maintaining the health of workers. In the event of war, the responsibility of the government increases, and the economic and financial situation fundamentally influences the regulation of labour law, wage convergence and the employment situation. That is why the role of the ILO in creating and maintaining social justice, jobs and the health and safety of workers is becoming more important. We need to work together and take decisive action. We wish ourselves a lot of strength, health and courage.

Ms Patricia Francourt

Government (Seychelles)

Mr President, ladies and gentlemen, it is a great privilege to address this Conference. It is even more gratifying that the Conference has resumed in a partial physical mode to facilitate our tripartite interactions at such a critical moment where Member States are working towards recovery from the socio-economic impact of the COVID-19 pandemic. I would like to commend the Director-General of the ILO, Mr Guy Ryder, for his leadership in pushing forward the Decent Work Agenda throughout his mandate. On behalf of the Government of Seychelles, I thank you for your support. I also take this opportunity to congratulate Mr Gilbert Houngbo on his election as the new Director-General of the ILO to lead the organization into the post-COVID era. I wish you every success in your future role. Ladies and gentlemen, there is no greater lesson being learned today than the need to place people at the centre of our recovery policies. This year's report of the ILO Director-General reiterates this call which requires a renewed ILO engagement and international solidarity on the labour market vulnerabilities of the least developed countries. Seychelles is a small island developing state which relies on migrant workers, mostly from LDCs, to fill in the labour and skills shortages. Under our labour migration policy, we have earmarked some LDCs for

signature of bilateral labour agreements for effective labour migration management. The pace of labour market recovery of the LDCs therefore matters. Their level of informal employment, and in other Member States, is a challenge which the ILO should exert greater effort to identify inclusive and sustainable solutions. Tackling informality means better protection of workers' rights and positive growth of the economy. Like the LDCs, small island states have unique characteristics which heighten our economic vulnerability. We rely mostly on tourism, which is a good source for job creation. However, economic diversification is a strategy which we appreciate will build our resilience, and consequently our workforce needs to be skilled for the jobs to be created. For Seychelles, like in many countries, the COVID-19 impact has widened pre-existing decent work gaps, and in some cases a reverse in trends, which makes it more challenging for policy makers. Young people and low-skilled workers remain the most prone to unemployment. However, the representation of men and older persons with a secondary education level increased among the jobseekers. The Government believes it is important for our people to be empowered, and we aptly introduced a reskilling programme where we have helped transform the lives of special groups, namely former drug dependents, persons living with disability and also young mothers. Today the participants are employed, and this is a reflection of the successful partnership with the ILO. The conference discussion on apprenticeships shall provide further guidance to improve skills acquisition and work experience to adapt to new job demands. I am proud to state that Seychelles' recovery post Covid is fairly positive and steady. The Government's commitment to vaccination and reopening of international borders has increased tourism arrival and aggregate demand. Since 2021, to date, we continue to observe an encouraging increase in job vacancies with a reduction in jobseekers, although the figures are higher than pre-COVID, and a 75% reduction in workers' termination as a direct impact of the pandemic. Ladies and gentlemen, we need to bring the necessary changes which are being accelerated by the adverse effects of the pandemic. The ILO's Decent Work Country Programme is the appropriate mechanism to support structural transformation and decent work. Seychelles conducted the mid-term review of its DWCP earlier this year, and the recommendations will direct the programme with the realities of today. Let us, as tripartite constituents, show ownership and commitment to address our priority actions for a human-centred world of work. I thank you.

Ms Rebecca Werbner

Government (Israel)

Mr Chairman, honoured members, first of all I would like to congratulate Mr Guy Ryder on his many achievements as Director-General of the ILO and wish him success in his future. Also, I would like to congratulate Mr Gilbert Houngbo on his election as the Director-General of the ILO and wish him success. Honoured members, as we all know, the COVID-19 crisis severely impacted economic activity. Government assistance in Israel succeeded in easing the crisis in the labour market. But this is not sufficient. In order to restore the economy and to create conditions for stability, we had to rely on tripartite cooperation. Thanks to collaboration, a package deal was signed to which each side contributed. For example, the General Federation of Labour agreed to freeze wages in the public sector for one year. In addition, an increase in the minimum wage was agreed upon. Another reform was the raising of the retirement age for women from 62 to 65. By this we wanted to reach gender equality and overcome the pension deficit. Mr Chairman, I am delighted to announce that we are on our way to overcome the crisis due to remarkable economic growth and decline in

the underemployment rate, even lower than pre-COVID. The COVID-19 crisis led to transformations in the labour market. Workers who were forced to stay at home discovered the advantages of home life so that workers and employers today place more emphasis on work-life balance. Mr Chairman, the technological developments of online trade led to changes in the way business is conducted in ways which do not depend anymore on a physical interface. We find a different character of trade interactions between the parties and development of diverse sources of income, which sometimes are not the main income. All this conducted on digital platforms. Israel places high importance on these changes and their consequences. In order to study the impact of the subject, the Minister of Economy and Industry, Orna Barbivai, established an inter-ministerial team, headed by me, which will investigate the effects of the platform economy in preparation for regulation of this field. The team will soon conclude recommendations in order to promote a sustainable and equal society where each worker is entitled to decent work conditions. Technological changes often led to social injustice, especially due to dismissals of underqualified workers. In order to meet this challenge, we need to make adjustments in professional training. It is important to create new jobs, but we need decent and quality jobs. Therefore, we place emphasis on the need for digital training, especially in high technology, with the aim of integrating women and minorities such as Arabs and Jewish Orthodox in this field. Mr Chairman, we understand that security problems could find better solutions by economic cooperation. The economy could be a bridge between nations. We saw for, example, the efforts of the climate conference to find solutions to global crises by the emphasis on working together and maximizing the potential of all parties involved. We are looking forward to the establishment of a sustainable peace between the Palestinians and us. It is not beyond our reach. Mr Chairman, honoured members, it is heartbreaking to witness the scenes from Ukraine. We know that war is not the way to resolve conflicts. We stand with the Ukrainian people during these terrible times and will continue to do all we can to help them. I thank you all. Thank you, Mr Chairman.

Ms María Elena Feitó Cabrera

Government (Cuba)

Chairman, ministers, delegates. The commitment of the ILO to promote social justice and assure enjoyment of fundamental rights and principles in the workplace is supported in the various documents we are looking at here. We recognize the statement by the Director-General in his report for just transition as a precondition for sustainable and fair development of the least developed countries, which have suffered the most from the consequences of the COVID pandemic and the world of work. Mr Chairman, during the worst parts of the COVID crisis, governmental measures were implemented in Cuba to protect the workers and people in general. No one was left unprotected and no worker lost their job. Despite the strict blockade by the United States, in a short period of time the country had its own vaccines as a result of our biotechnological industry, led by Cuban scientists recognized across the world. And we are now in a situation with 90% of the population vaccinated. It is the only country that has had its young people from 2 to 11 years vaccinated as well. Our country, Mr Chairman is developing in the lines of the Agenda 2030, in the line of sustainable development with a social justice and human development programme which includes a decent work programme providing for access to good jobs, reducing informal jobs, promoting green jobs and the social and solidarity economy. We have seen jobs created in these areas, these measures being flanked by health and safety

initiatives addressing the whole of the economy. We also have social policies aimed at preventing and dealing with the problems of the vulnerability of people and families, which lead to them being able to take opportunities expressed in various programmes to transform the community and the work environment and also reforms in our universally applicable pension system. Mr Chairman, we are of the view the ILO could use its instruments and methods of work to attain a structural transformation in the least developed countries. We confirm our support for such an overall objective as a member of this organization, and we would place our modest experiences at your disposal. Thank you.

Mr Youcef Cherfa

Government (Algeria)

May peace be with you. Mr Chairman, Excellencies, ladies and gentlemen, on the occasion of the 110th Session of the ILC, on behalf of my delegation, on my own personal behalf, I wish to congratulate you on your election as President of the Conference. I would like to take this opportunity to thank the Director-General of the ILO, Mr Guy Ryder, for his tireless efforts. Yet again this provides an opportunity to congratulate the incoming DG, Mr Gilbert Houngbo, as Director-General of the Organization, and I wish him every success and assure him of the full support of my country. In this regard, the delegation of Algeria commends the Report of the Director-General on the structural transformation, the crisis, the future of the world of work. This document sets out the path to be followed by the ILO in order to overcome the difficulties preventing the achievement of decent work and productive employment, in particular in the LDCs. For more than two years now, the world has been facing an unprecedented pandemic. This pandemic has shaken the social foundation and brought about disruption to people's lives and subsistence, and this is an obstacle to achieving the SDG 2030. In order to deal with this harsh reality, it has become urgent to relaunch growth, to strengthen the economies, to improve training and to create quality jobs. Mr Chairman, ladies and gentlemen, Algeria has adopted a strategy of financial technical support to the parties affected by the pandemic by adopting exceptional measures such as reducing the burden of social security on companies and self-employed persons, the postponement of the refunding of loans and tax bills and so on. The Government of Algeria has adopted investment friendly policies in order to support companies which are creating jobs by involving young people who are involved in social inclusion work who have therefore benefited from long-term contracts. By the same token, we have established a new right enabling workers to enjoy a one-year period of leave, guaranteeing them a return to the job market. Regarding social protection, we have adopted a harmonized policy, ensuring the long-term support for social security, social coverage and facilitating the shift from the informal to the formal sector. We have created a students' grant for young unemployed aged 19 to 40, which has been implemented since March 2022. This grant will enable them to enjoy social security services, to have an income covering their basic needs for a decent life while they seek employment. Regarding the reinforcement of trade union rights, freedom of association consistent with the standards of Convention 87, we have adopted an amendment in our law which enables trade unions to organize themselves as federations and confederations. This amendment enables foreign workers to be founding members or trade union leaders. This amendment has also enabled the strengthening of the protection of trade union representatives against indiscriminate dismissal. In concluding, I would say that the economic crisis and the pandemic show that it is essential that we restore the links

between workers, governments and employers in order to have a reform-based recovery and that it is necessary to have bold policies in order to put an end to inequality. And I would also take this opportunity to recall the unswerving support of Algeria to the claims of the Palestinian workers in order to improve their working conditions and to achieve decent work for them. Thank you very much.

Ms Sharan Burrow

International Trade Union Confederation

Greetings. Mr President, delegates, with the convergence of crisis with massive inequality, the climate emergency and a global health shock all causing loss of lives and livelihoods and now the abhorrent Russian invasion of Ukraine again taking lives, causing millions of refugees and creating the inflationary spikes we are all dealing with, working people are facing an historic level of insecurity. Indeed, the risk of malnourishment, even famine, is a serious threat for too many. The majority of work is now informal, and informality is increasing in every country with internet-mediated businesses avoiding an employment relationship. Governments have simply failed to regulate the labour market. And for many nations development has been impeded with general social consequences that are now intergenerational. The Director-General's report is welcome. The focus on the least developed countries is a call to action for all of us. Apart from the moral injustice of a failure to share the world's wealth, the desperation of poverty lays with the foundations of conflicts. And with some 60 conflicts in the world today, the challenge to our common security is clear. The ILO Constitution says there can be no sustained peace without social justice. Social justice requires a social contract. The ILO Centenary Declaration framed the responsibilities for renewing the social contract. Jobs: climate friendly jobs with just transition, a return to full employment with jobs in care so vitally needed, jobs in infrastructure, jobs in industrial transition for climate mitigation and adaptation, plus the formalization of informal work. We can actually make this happen. Rights: we need fundamental rights, including now occupational health and safety, and I thank you for your support. We welcome the decision on the inclusion of OSH as a fundamental right to save lives and, indeed, the health of workers. Equality: equality of income with minimum living wages and strengthened collective bargaining, equality of women and racial equality. Universal Social Protection: and for the poorest countries we call for national plans with a global social protection fund to help, including debt relief or elimination and increased amounts of ODA dedicated to social protection to complement the domestic physical space possible in each country. And inclusion of all people with the common security of the SDGs, the Paris Climate Agreement, more effective multilateralism and a new social contract placed at the centre of the Common Agenda deliberations by 2025. On the road to 2025 we welcome the UN accelerator for jobs and social protection, the advisory body for effective multilateralism, the UN Conference on LDCs to be hosted by Qatar in 2023 and the ILO discussion on governance gaps with the calls for a reform of the WTO to include labour rights and environmental standards as a floor for fairer trade. Delegates, our shared future sits at the heart of all of these agenda setting discussions and more and can be enhanced with strong tripartite ILO leadership putting the social contract at the heart of our common security. The Director-General, Guy Ryder, as a former leader of the workers, understands more than most the centrality of the social contract, and we profoundly thank him for his leadership even as we welcome Gilbert Houngbo who has made social justice and the social contract his mission. As the unique tripartite institution the ILO is, we have the tools to lead the recovery, to build resilience so that no one is left

behind. It requires shared ambition, intergenerational partnership, social dialogue and political courage. Thank you all.

Mr Faiez Almutairi

Arab Labour Organization

President of the Conference, your Excellencies, ladies and gentlemen, distinguished participants. At the outset I wish to congratulate Mr Gilbert Houngbo, the incoming Director-General. I wish him every success in his mission. We are convinced that his experience will enable him to make a mark on this organization. We also commend the efforts of Mr Guy Ryder, the outgoing Director-General. I commend the Government of Argentina whose representatives are chairing the work of the 110th Session. We congratulate the members of the bureau, the representatives of the groups and the elected officers of the committees. I wish to emphasize that we fully endorse the Report of the Director-General, in particular regarding LDCs. These recommendations fully reflect the goals of the action plan 2030 for the SDGs of the UN, in particular regarding jobs and growth. Ladies and gentlemen, the Arab States have undergone a major transformation since the pandemic began. This transformation has had an impact on the economy, increasing unemployment, which requires a renewed vision in order to establish a proactive creative strategy in order to deal with the urgent problems of unemployment with new opportunities emerging for jobs for the unemployed and young people coming into the labour market. This renewed vision should enable us to strengthen, to consolidate social dialogue to the benefit of all parties. Ladies and gentlemen, the Israeli blockade on Palestinian territories has paralyzed all areas of the economy throughout all the regions. This blockade has had devastating impacts on the inhabitants of Gaza and the West Bank. Unemployment has reached drastic levels. The figures show that there are economic, structural endemic problems affecting the whole of the Palestinian people. From this platform, I call on all social partners of countries around the world who believe in social justice to consider a remedy to the problems of the Palestinian people who are constantly suffering from violation of their holy places, their territory, notwithstanding all the international measures which prohibit inhumane practices which are a violation of all the international charters and relevant decisions. We are convinced that the day will come when Palestine will be a sovereign State with its capital Jerusalem. In concluding, we wish you every success in your work. Thank you.

Mr Vismar Ravagnani Duarte Silva

Government (Brazil)

Thank you, Mr Chair. I refer to the speech delivered by Brazil's Worker delegate, Mr Antonio Neto. To date, more than 83% of the eligible population in Brazil has been fully vaccinated. In order to tackle the devastating effects of the COVID-19 pandemic on the world of work, the Brazilian Government enacted successful programmes of both employment retention, which secured jobs for 11 million workers, and cash transfer that provided immediate help for almost 70 million people, focussing on the most vulnerable. Income inequality has reduced back to pre-pandemic levels and has been decreasing since. Currently, the programme called Auxilio Brasil reaches more than 18 million families. Unemployment is now at its lowest level since 2015, namely 10.5%. It is the lowest rate in six years. In the first quarter of 2022 it has been already 18,000 [? 1:55] jobs created. The occupancy rate raised 2.5% in comparison with last

year. That corresponds to an increase of 2.1 million people. In respect of platform work, we have been engaging in discussions with workers and employers in order to discuss adequate regulation that would safeguard legal certainty and promote workers' rights, including social security and better working conditions. In respect of modern slavery, forced labour and child labour, the Government has been strongly committed to their eradication. In cooperation with the ILO, we have implemented an integrated electronic system for receiving and addressing complaints. Almost 2,000 workers and 1,680 children have been rescued in 2021, in the context of more than 440 inspection operations. That is the highest number since the 1990s. As shown by those numbers, Brazil has been able to consistently overcome the huge challenges of the pandemic and the subsequent crisis faced by the whole world. We renew our strong commitment to continue stepping up efforts in this regard aiming at a sustainable and inclusive recovery towards a better future of work for all. Thank you very much, Mr Chairman.

Mr Ali bin Samikh Al Marri

Government Vice-President (Qatar)

Thank you very much. Now that brings us to the end of our list of speakers for this sitting. I would like to thank each and every one of you for your contribution to our debate. The sitting is now closed.

Ms Paola del Carmen Egúsquiza Granda

Worker Vice-President (Peru)

Delegates, please take your seats. Delegates, welcome to this fourth plenary session of the 110th International Labour Conference sitting. First of all we are going to be discussing the report by the Governing Body as well as the Director-General's report, and we will be moving on to the list of speakers as listed in today's daily bulletin. Now let me please remind you that the deadline for you to put your name down on the list of speakers will end at 6 p.m. Swiss time today. So I would like to invite those who wish to put their names down on the list of speakers that they consult the daily bulletin in order to obtain the necessary information. I would also like to urge the speakers who are using Zoom to make their speeches to use an appropriate microphone, and please give your speech in a silent setting. The usage of inappropriate material and interventions in loud settings will make it very difficult for the interpreters to do their work. So to ensure the quality of interpretation, please let me tell you to bear these observations in mind before giving your speeches. There is a large number of speakers on the list, and so let me move on without any further ado to this list. Ladies and gentlemen, the first speaker on the list is the Vice-Minister of Finance and Economy of Albania, Ms Manjani. Then I would like to ask the following speaker, Mr See Leng Tan, to get ready to take the floor immediately afterwards. Thank you.

Ms Olta Manjani

Government (Albania)

Dear Chair, ladies and gentlemen, Albania takes this opportunity to express its sincere appreciation to Mr Guy Ryder as he approaches the end of his second mandate as the Director-General of the ILO. Also, I thank the Director-General for his

comprehensive report on the necessary structural transformation in helping the least developed countries ensure decent work for all in the middle of the serious challenges. At the same time, let me extend my thanks to the ILO staff for the report on the impact of the Ukraine crisis on the world of work. Albania strongly condemns the Russian aggression against Ukraine, which is a violation of international law, the UN Charter and of the rules-based system on which the ILO firmly stands. Albania supports the ILO Governing Body's resolution on the Russian Federation's aggression against Ukraine. This grave situation Europe-wide followed suit by the COVID-19 pandemic which put our systems under tremendous pressure. The efforts of the Albanian Government in terms of economic, political and social developments have continuously evolved towards EU integration. The Government's vision holds that economic development and labour market modernization are closely linked to the development of social dialogue, social justice and social cohesion. The Albanian Government has paid special attention to social dialogue and the strengthening of the tripartite social partnership as well as expanding the areas of consultation between the social partners, especially of the tripartite consultation in the National Labour Council. In May 2022, the National Labour Council was recomposed and is soon scheduled to convene the discussions to address issues and problems in the interest of the social partners. The tripartite social partnership has been satisfactory as the unions have resorted to the state mechanisms for peacefully resolving collective labour disputes with their employers. The Government has been continuously committed to carrying out the process of approximation of Albanian labour legislation with the EU acquis and the ILO Conventions in the field of industrial legal relations. The amendments to the labour code incorporate the principles set out in the ILO Conventions on equal pay, the obligation of the employer to pay the employee equally for equal work or work of equal value without discrimination. On 29 April 2020, Albania deposited its instrument of acceptance of the 1986 Instrument of Amendment to the ILO Constitution. This is of crucial importance since the principal aim of the proposed amendment is to make the membership of the Governing Body more representative by providing a means of appointment that considers the various geographic, economic and social interests of its constituent groups. On 3 February 2022 the Parliament of Albania ratified the C190 ILO Convention on violence and harassment following a ratification campaign led by the tripartite constituents. UN reports highlight that gender-based violence is a widespread problem indeed, with 52.9% of women reporting having experienced different types of violence during their lifetime. Therefore, the depositing of the C190 ratification instrument to the ILO DG by Albania on 6 May 2022 only marks the beginning of an intensive and frontal intervention to mainstream the standards of Convention 190 in the national legislation. Appreciating the serious commitment of the ILO given the positive effects that are reflected in the field of social dialogue, employment and inspection, I would appreciate with great interest the further development of ILO initiatives as an important contribution to increasing both the regional and global dimension. Thank you for your attention.

Mr See Leng Tan

Government (Singapore)

Distinguished delegates, COVID-19 has presented challenges to the global economy and has disrupted the livelihoods of people, but it has also presented opportunities for multilateral cooperation. Singapore agrees with the ILO's call for international solidarity and global partnerships. This is one of the key focus areas under the Doha Programme of Action. Such international cooperation is also

important in ensuring that countries remain on track to achieving the 17 Sustainable Development Goals. It is in this spirit of global solidarity that Singapore has endeavoured to do our part to contribute to international efforts to support the least developing countries and in the global fight against the COVID-19 pandemic. Under the Singapore Cooperation Programme, or SCP, countries can benefit from a wide range of capacity-building programmes that Singapore has worked with more than 50 local and international partners to develop. Over 137,000 government officials from 180 countries, territories and intergovernmental organizations have benefited from the SCP. During the COVID-19 pandemic, we gave our vaccine allocation, under the COVAX facility, to other countries with greater needs as well as contributed to the COVAX Advance Market Commitment to support low and middle-income countries' access to vaccines. Singapore also founded and co-chairs the Friends of the COVAX Facility with Switzerland to promote vaccine multilateralism. In addition, Singapore has contributed a total of US$20.57 million to initiatives under the IMF, or International Monetary Fund, to assist vulnerable low-income countries. In our region, Singapore has been supporting ASEAN neighbours in their socio-economic developmental goals under initiatives such as the ASEAN Smart Cities Network. This Network was initiated during Singapore's ASEAN chairmanship in 2018. Thus far 48 smart city project partnerships between ASEAN member states and ASEAN dialogue partners have been inked. Since the onset of the COVID-19 pandemic, Singapore has also provided assistance to our ASEAN neighbours such as through contributing diagnostic tests, polymerase chain reaction or PCR machines, surgical masks, hand sanitizers and oxygen concentrators. Singapore has further contributed US$5.7 million worth of medical supplies to the ASEAN Regional Reserve of Medical Supplies. Looking ahead, tripartism continues to be the bedrock of growth and recovery from the COVID-19 pandemic. Singapore's Regional Centre for the Future of Work has fostered tripartite social dialogue and conversations to promote inclusive and sustainable economic growth, and economic employment and decent work for all. Most recently, in May, discussions on pertinent labour topics such as youth employability, labour protections for platform workers and flexible work arrangements took place at the Regional Centre for the Future of Work Conference 2022. It was attended by well over 1,500 delegates from 16 countries. Singapore's Ministry of Manpower also renewed our partnership agreement with the ILO last year. Under the partnership agreement, we will continue to support governments, employers and workers in the ASEAN region in the field of labour through joint technical activities. Singapore remains committed to working with the ILO in supporting efforts to prepare for the future of work post pandemic. We will be co-hosting the Asia and the Pacific Regional Meeting with the ILO in December later this year, and we look forward to welcoming meeting delegates to Singapore for this very important event. Thank you very much.

Mr Teodoro Lonfernini

Government (San Marino)

Ladies and gentlemen, I am honoured to take part in the largest meeting dedicated to the world of work. We meet today in a historical moment in which profound environmental, technological and demographic change, as well as instability due to the pandemic and the aggression against Ukraine, are impacting the global economy and, consequently, the labour market in an unprecedented way. In this context, the ILO Centenary Declaration and the 2030 Agenda for Sustainable Development become even more relevant in moving towards a new development model based on environment, inclusion and people-centred recovery. San Marino

confirms its commitment in this regard. Without international aid and funds, San Marino has dealt and is still dealing with the health emergency and the resulting economic crisis with its own forces, providing for and ensuring, among other interventions, an extraordinary wage supplementation fund for all workers, an extension of social safety nets and legislation to regulate smart working. The pandemic has confirmed how crucial it is to guarantee the right to safe working conditions for all. In this regard, I am proud to mention that Convention No. 190 on violence and harassment was recently ratified by San Marino. Our government is already making further efforts to promote its implementation, involving all public and private stakeholders. The extraordinary interventions aimed at supporting employers and workers in times of difficulty led to a reduction in the unemployment rate, now at 3%, and an increase in the domestic employment rate, at 68%, with an increase in the number of workers in the private sector we have never seen in the last 20 years. Despite the positive data, our government continues to maintain a high focus on employment issues. To this end, policies have been renewed to improve the matching between supply and demand as well as to ensure that all the unemployed can acquire the so-called transversal skills as well as specific skills through the creation of individual training programmes. New policies aimed at re-employment and vocational retraining have also been introduced, with a special focus on people experiencing the greatest employment difficulties: young people, women, people over 50 and people with financial or physical difficulties. Finally, to contribute to greater social justice, we are also reviewing the rules on labour inclusion and corporate social responsibility. Mr President, we are taking important steps to help build, together with employers and workers and their organizations, a dignified, safe and healthy working life for all, a goal we can never take for granted. We pay close attention to the ILO's capacity to stimulate effective national policies and guide the community of States towards a future of shared prosperity while promoting social justice and democracy. Only a global and sustainable response can restore peace and well-being for all. Thank you for your attention.

Mr Boris Plazzi

Worker (France)

Madam Vice-President, distinguished delegates, Director-General, the last time that we were here in Geneva the world of work was already facing a number of major of issues and problems. In order to mark the Centenary of the Organization and its commitment to the system of international labour standards and to the defence of the freedom of association, collective negotiation and the right to strike, the international union movement, backed by the Confédération Syndicale Internationale, had organized a large gathering, the first of its kind, at the Place des Nations square. But what can be said of the current situation today? After a pandemic which has killed hundreds of thousands of workers, who were often infected at their place of work, and now that every day throughout the world wars are killing hundreds of thousands of people daily, who would have thought three years ago that today the planet would be faced by a double crisis? Faced both with multiplying conflicts and disease. We would mention here that, with regard to the fight of COVID-19, the world does not seem to have learned lessons and that frontline workers, those for example in healthcare, public service, food and farming and other workers who are not frontline workers, second or third-line workers, such as those, for example, in stores or security, are far from being recognized nor remunerated at a level which is commensurate with their efforts and sacrifices made. For the third time since its inception the ILO is faced with

an extremely worrying state of affairs in the world. While the inception of the ILO in 1919 and its return in 1944 took place against the backdrop of a return to peace and humanity, numerous signs today would suggest that we are perhaps facing the contrary: the dawn of a new collapse of the world. From Palestine to Ukraine through Iraq, Afghanistan and Syria, conflicts and wars are multiplying. In each of these cases the union movement must raise its voice and express its solidarity with the peoples that have been supressed by armies and governments who are attacking them. In this regard, the fight for the freedom of the people of Palestine is similar to that of what is going on in Ukraine and the people in Ukraine. In both cases there is an aggressor, a government, and there is a civilian population which is being attacked. And in both cases there is a united resistance facing a colonizing imperialistic power. The aggression of Russia against Ukraine is bringing the world into a bellicose downward spiral, and the extended duration of this conflict means that we are forced with horror to see that a large part of the world is falling into conflict and actually an economy of permanent warfare. In numerous countries, first and foremost Russia, capitalistic oligarchs are profiteering from this shift. And throughout the world the risk of inflation is increasing and the risk of famine is also increasing, particularly in Africa. I would like to take advantage of the opportunity afforded to me here to express our full solidarity, those of the unions of France, with the people of Ukraine who are currently resisting Russia's aggression, the aggression of Putin, as well as our support for all of the inhabitants of Ukraine who were forced to leave their homes because of the war, more than 14 million IDPs, and this adds to the huge migration flows, similar to those that we saw in the Second World War. Peace in Ukraine. Freedom in Russia and Belarus. The multiplication of armed conflicts goes hand in hand with increasing precarity for numerous workers throughout the world, and what we are seeing against the backdrop of all of these alarming changes is that there are attacks on social labour laws, on the right to work, on freedom of association, on the right to strike both at a domestic level and at international and regional levels. There is a major anti-union sentiment which we can see in countries such as Iran, Belarus, Myanmar or a number of European countries, which is even more alarming. In the economy, which is today ever more globalized, the general situation of workers is deteriorating to a level that social rights, which should be a point of reference for other countries, are somehow being presented as a privilege of our time. These attacks on social rights are clear threats. The precarity of workers and the absence of freedoms and rights for workers is a major threat, hand in hand with racism or other types of discrimination. Hence, at this time the mission of the ILO has never been as important as it is today: to defend workers throughout the world. Because, as is mentioned by the ILO Constitution, universal and sustainable peace must be based on social justice. Allow me to say one last word with regard to the realization of this aspiration, which was part and parcel of the mandate of the previous DG ,Guy Ryder, and I would like to pay tribute to him here. I would also like to congratulate Gilbert Houngbo and congratulate him warmly on his recent election to the DG-ship of the ILO. I thank you very much for your kind attention.

Ms Joyce Lazaro Ndalichako

Government (United Republic of Tanzania)

Vice-President, distinguished delegates, ladies and gentlemen. It is indeed an honour to be here today and address this august conference. On behalf of the United Republic of Tanzania, I congratulate the President and Vice-Presidents for being entrusted to preside this 110th Session of the International Labour Conference. I would like to commend the Director-General for the excellent work he is doing,

particularly in pursuing the Decent Work Agenda and in dealing with the world of work crisis generated by the COVID-19 pandemic. Madam Chair, let me convey to you warm greetings from Her Excellency Samia Suluhu Hassan, the President of the United Republic of Tanzania, who is also working hard to address labour market challenges caused by the COVID-19 pandemic. My delegation finds the focus of the discussion of this session to be timely and appropriate. We consider promotion of social justice through decent work as a matter of great importance. We acknowledge the focus of the Director-General's report on least developed countries, which are in danger of being left behind in achieving the 2030 Agenda, a situation which calls for the ILO support to fast-track achievement of the Sustainable Development Goals. Madam Chair, it is important to note the progress made so far in the world of work and recognize the challenges that are still existing towards achieving SDG 8. This goal aims at achieving full employment, decent and productive work for all by 2030. In this regard, we need to increase investment in skills development, strengthen institutions of work and harness opportunities for decent and sustainable work. Madam Chair, the Government of the United Republic of Tanzania has taken several measures to tackle labour market challenges. This includes strengthening of the tripartite institutions such as minimum wage boards and workers' councils, enhancing supervision of labour standards, increasing access to skills development for all, including persons with disability. My Government is fully funding a national skills development programme that provides support to the out of school youth and graduates to acquire skills through internships, apprenticeships and recognition of prior learning skills. Madam Chair, in spite of these efforts, the job is not yet completed. Concerted efforts are still needed in improving conditions and ensuring that decent work is a reality for all. In this context, my government is committed to continue working with the ILO and other development partners in addressing the prevailing labour market challenges. Madam Chair, in conclusion I wish to reaffirm, the Government of the United Republic of Tanzania and our social partners, our commitment in adhering to the Doha Programme of Action for the least developed countries for the decade 2022-2031. This programme manifests a new generation of renewed and strengthened commitments between the least developing countries and their development partners, including the private sector and civil society. We are committed to achieving decent work and ensuring that no one is left behind. I thank you very much for your attention.

Ms Kiah Eng Mary Liew

Worker (Singapore)

[vgr INAUDIBLE 0:27] has thrown us many curveballs and has been devastating to the world of work with the equivalent of more than 250 million full-time jobs destroyed in 2020. While there have been signs of recovery, it has been uneven, with the more advanced economies bouncing back faster. On the other hand, recent developments have further increased the possibility of stagflation, posing a big risk to the prospect of a global economic recovery. As the DG has rightly pointed out, what happens to the LDCs matters to the entirety of the international community. The ILO has strived to leave no one behind, and Member States would be wise to follow its call to cooperate so that we leave no country behind. What the pandemic has taught us is that no one is safe until everyone is safe. It is therefore in the interest of the developed countries to help developing and LDCs to do well. At the international level, the SNTUC would like to urge countries to collaborate to the fullest extent possible for the TRIPS waiver negotiation at the WTO. This will lead to a meaningful and practical outcome for LDCs. We also urge high-income countries to donate more vaccine doses to LDCs

given that only some 5% of people of low-income countries are fully vaccinated. Lastly, developed countries need to urgently deliver the US$100 billion goal of the Green Climate Fund and to help LDCs' efforts to achieve low-carbon development and adapt to climate change. As a member of the international labour movement, the SNTUC has been partnering with ILO ACTRAV since 2006 to help enhance the capacity of trade unionists in the Asia-Pacific region, especially those from the developing countries and LDCs, through mutual learning and sharing of best practices on industrial relations as well as tripartism. Through such partnership, we hope that the unions in the region can become strong social partners in their respective countries and thus be able to overcome national challenges in cooperation with their social partners. As a unionist from the maritime sector, I am pleased to share that the Singapore maritime tripartite partners work closely together to make crew change possible in Singapore. With most ports locked down during the height of the pandemic, in 2020 we supported over 100,000 seafarers during the crew change in Singapore . Like-minded international tripartite partners, including the IMO, ILO, ITF, ICS and IMEC also contributed towards the Singapore STAR fund during the pandemic to extend assistance to seafarers from developing countries as well as from the LDCs by facilitating crew change and vaccinating frontline workers onboard the ocean-going vessels calling at Singapore or signing on to ships in Singapore. On a related note, we welcome the latest amendments to the MLC 2006 at this ILC Conference which would also further the interests of seafarers who help to keep the supply chain going. On the home front, migrant workers have not been forgotten by the Singapore tripartite partners. We understand the pandemic challenges faced by them. Through the migrant worker centres, we work with our tripartite partners as well as our commercial partners, and even the NGOs, to meet their needs and ensure that their well-being, including their mental wellness, is being taken care of. In conclusion, the SNTUC will continue to work with international labour partners as well as our social partners through our Regional Centre for the Future of Work to find ways to help fellow unionists, especially those from the LDCs, to enhance their capacity so that we can build back better with a human-centred approach in the post-COVID world of work. Thank you.

Mr Vander Costa

Employer (Brazil)

[vgr INAUDIBLE 0:14] Director-General Guy Ryder, whom I congratulate on the work carried out by the ILO. I also greet my fellow Employers, Workers, Government delegates and other participants. Ladies and gentlemen, it is with great pleasure that we represent the Brazilian employers here at this 110th ILO International Labour Conference. We are living a new reality on the job market. The pandemic has accelerated the use of technologies and digitalization of business. The adoption of new solutions by companies has transformed tasks, jobs and skills. This has posed challenges and difficulties from corporate restructuring to the need for more specialized labour. And this is why it is so important to be aware that one of the pillars of digital transformation is human resources since people represent a critical and indispensable variable in this process. However, there is still a mismatch between the pace of change in the economy and society and the pace of change in people. This is why there is a pressing need to train and retrain workers in order to ensure the future of companies and at the same increase employability. Let me just give you an idea of the scale. Today, Brazil has 11 million unemployed people, and that is why attention to vocational education and greater collaboration among government, private sectors and systems that promote professional training should be a priority. Brazil has a

training system that is connected to the private sector and funded by private companies, such as the SEST SENAT. It works in the transport sector as well as other sectors. There are also entities that provide social services, vocational education and professional training. This is called the S System and it prepares the workers for the future and helps those with difficulties in entering the formal job market. It is a successful model and can serve as a model for other nations. We are also feeling concerned about the management of work accidents and occupational diseases. In this context, Brazilian employers have adopted a series of measures to guarantee better safety and health conditions at work. At the same time, we work together with public authorities to accelerate the modernization of the labour agenda in Brazil, aiming at better business environments for entrepreneurs. We do believe that this is possible. We believe that the current scenario is an opportunity. Even in an environment of crisis, Brazil has created 2.7 million formal jobs in 2021 and there were 20.7 million new hires against 18 million layoffs in the period. We have already created more than 600,000 jobs. It is important to recognize that this performance is related to the modernization of the labour legislation that started five years ago in our country. I would also like to emphasize that it is important that governments, employers and workers remain committed to acting in a coordinated fashion in order to rise to the challenges that we are discussing here and guarantee decent working conditions that are in line with this new reality. We believe that concerted efforts are needed to ensure that we can create better opportunities and quality of life for the citizens across the globe. Thank you.

Mr Muhammetseyit Sylapov

Government (Turkmenistan)

Distinguish colleagues, allow me to greet you on behalf of the delegation of Turkmenistan at this 110th Session of the ILC and to thank you for giving us the opportunity to speak at this plenary session and to exchange with you on such topical issues as are being discussed and set principles for our cooperation in the near future. Distinguished participants of the Conference, the COVID-19 pandemic directly or indirectly impacted labour, and we need, through close cooperation, to take measures to preserve and bolster the fundamental principles and rights at work as well as the main Declarations of the ILO such as the Centenary Declaration of the ILO on the future of work. Turkmenistan is implementing, through participation with UN agencies, programmes and plans to respond and counter a high level of pandemic infection, and this is for the 2020-22 years. This plan is aimed at social protection, job preservation and supporting and protecting SMEs. In this regard, Turkmenistan underscores the meaning and role of the ILO in developing the human potential of countries, political stability and in eradicating inequality and supporting fair allocation of resources. Allow me to share with you Turkmenistan's work on fostering decent work and on ensuring socio-economic growth. The main thrust of these efforts is the framework programme on collaboration for sustainable development of Turkmenistan between the Government of Turkmenistan and the United Nations as well as our national plan of action on human rights which goes up to 2025 and our plan for cooperation with international organizations which goes up to 2023. The ILO's participation is included in these plans in key strategic areas. Allow me to note an important event which took place in our country this year: the adoption in February 2022 of the national programme for socio-economic development of Turkmenistan which goes up to 2052 and which sets out the goals in every area of development of the country for the next 30 years. Bearing in mind the aforementioned government

programmes and plans in the area of labour and bearing in mind the level of employment and social protection of our country, we believe that we have a high chance of joining countries that are party to ILO main Conventions. And this would, of course, need to be ratified and would include close cooperation with international organizations such as the ILO. The possible steps in such a collaboration with the ILO will be discussed at upcoming meetings which are planned in the near future with tripartite participants, Turkmenistan and the high-level administration of the ILO. Distinguished participants of the Conference, distinguished colleagues, I would like to take this opportunity afforded to me to express a few words of appreciation for the support and understanding shown to Guy Ryder during whose mandate a new impetus was given to collaboration between Turkmenistan and the ILO. I wish him every success in the future. Allow me to congratulate Gilbert Houngbo on his election to the new DG-ship of the ILO and wish him every success in his mandate to promote the main principles of the ILO and the values of such an authoritative international organization. In conclusion, I would like to express my conviction that our cooperation with the ILO in implementing international standards for international law will be achieved through technical cooperation, by raising awareness and through monitoring and application of the articles of ILO Conventions, as will be done by the mechanisms of trilateral cooperation. I thank you very much for your kind attention.

Mr Jesús Gallego García

Worker (Spain)

Vice-President, delegates, first of all I would like to express our solidarity with the victims of the attack against Ukraine. Now the trade unions over there are suffering a great deal, but there is also a silent war which is experienced on a daily basis across the world in other countries such as in Colombia. I would like the State of Palestine to also be recognized, and the working classes in the occupied territories are suffering greatly, as has been highlighted in the Director-General's report. Dialogue, the strengthening of democracy, the guarantee of human rights, the promotion of social justice are the only ways to ensure sustainable peace because otherwise peace is at risk and democracy is too. Spain, like the rest of the world, is currently going through periods of uncertainty because there is one crisis after another that is hitting the country. Social dialogue and public policies that centre the humans at their core must be a priority in order to make progress. Social dialogue is fundamental. Today we want collective bargaining to be recognized as something that will allow countries to recover more quickly. The public pension system, the creation of jobs, the reduction of inequalities are all fundamental as well as a reform of the labour laws and making collective bargaining once again a fundamental aspect of the world of labour. The rights that were removed from workers in the past must be given them again, and we must also reduce the amount of temporary contracts in place. The pandemic, the fuel crisis and the war as well as policies and environmental problems are all threats against humans. Now how can we fight against these crises? How can we protect the most vulnerable? How can we protect migrants and the young people? They are all victims of labour policies. As we can see, also the far right is on the rise, and there are mechanisms of social dialogue that must be respected. And how can we also protect the world against all these disasters that are currently happening? We need to improve platform work, labour laws, the protection of labour laws, healthcare access for all. And there are also problems on the level of crimes against women, many of whom die. Now blind bilateralism is also a form of dictatorship. For example, we cannot collaborate with countries such as Myanmar who do not respect human rights. We

need more resources and we need to be more committed to our fight. There have been successes in terms of the work done here at the ILO, but we require more Conventions to be ratified across the globe in order to reach the aims that have been defined. I would like to congratulate the Director-General for his work over the past years. And thanks to this work, as well as to his collaborators, we have been able to make progress. I would like to thank you, Guy Ryder, as well as everybody who has listened to me now. Thank you.

Mr Steven Humphrey Mac Andrew

Government (Suriname)

Thank you Madam Chair. Representatives of the social partners, ladies and gentlemen, good afternoon to you all. It is a great honour to address this 110th Session of the International Labour Conference as the newly appointed Minister of Labour of Suriname. As somebody, who has promoted decent work in the Caribbean and in my own country in different capacities, I can assure you that decent work will remain high on my agenda. I agree with the Director-General that the world faces multiple challenges of a very grave nature. In Suriname we have been experiencing this on a daily basis since we must restore macro-economic stability and economic growth by implementing austerity measures. Besides this, we are confronted with other economic and social challenges due to the lingering impact of the COVID-19 pandemic and situations beyond our control such as the war in Ukraine. The Government of Suriname acknowledges the great importance of social dialogue to challenge these grave challenges. The President of the Republic of Suriname therefore established last year in September the Special Tripartite Consultation which developed and negotiated in a few months the historic Tripartite Agreement which was signed in November 2022. The Tripartite Agreement is the first ever high-level social and economic agreement in Suriname. Madam Chair, we are currently busy with the implementation of our second Decent Work Country Programme. We are thankful for the support from the ILO, in particular the Office for the Caribbean, which enabled us to complete some of the remaining interventions in the last couple of months, in particular the development of a long-term active labour market policy and a labour inspection strategy. We are now preparing to execute the social protection expenditure review, and it would therefore be remiss of me not to express our sincere gratitude for the inclusion of Suriname as one of the 50 countries in the social protection floor flagship programme. Madam Chair, the Government of Suriname has decided to ratify ILO Conventions 102, 129, 131 and 183 on social security, labour inspection in agriculture, minimum wage mechanism and maternity protection. We remain fully committed to improving labour standards in Suriname, but we are also aware that our labour inspectorate must be improved, including through training, so it can maintain its vigilance. Challenges that we face sometimes result in an inward focus, but we are fully aware that we live in an intertwined world, Madam Chair. We thus wholeheartedly agree with the Director-General that the situation in the least developed countries is one that should concern each of us. Suriname is also looking forward to the outcome of the discussions on decent work and the solidarity economy. Madam Chair, it is fitting to end my remarks by expressing the sincere gratitude of the Government and people of Suriname to Director-General Guy Ryder who continued to carry the Decent Work Agenda in the last ten years, thereby succeeding to have it firmly included on the 2030 Development Agenda as a Sustainable Development Goal. DG, thank you, merci, dank u wel.

Mr David Joyce

Worker (Ireland)

President, with the world naturally focused on the destructive fallout from Russia's invasion of Ukraine, I congratulate the DG for applying much needed focus on the LDCs and the challenges faced in attaining decent work for all by 2030. The report states that, as the final decade for the implementation of the UN's Agenda 2030 advances and the prospects for achieving many of its 17 Sustainable Development Goals become increasingly daunting, the international community is challenged over its real determination to leave no one behind. The labour market conditions set out in this report constitute a particular test. Trade unions globally are calling for a new social contract with SDG 8 at its centre, rooted in a gender-transformative agenda based on jobs, the creation of decent, climate-friendly jobs with just transition, rights for all, minimum living wages and equal pay, universal social protection for all, equality and freedom from discrimination, and inclusion, ensuring development systems that empower developing countries. It is clear that corporate greed is a serious obstacle to achieving the SDGs by 2030. It feeds global inequality, concentrating wealth in the pockets of a few at the expense of the environmental, social and labour rights of the many. And it imprisons workers and their communities in poverty and illness, and deprives their countries of important tax revenues that could be invested in sustainable recovery and resilience. In contrast, a world that leaves no one behind would hold corporations to account by mandatory due diligence, including grievance procedures to effect remedy for violations. President, attainment of SDG 8 also faces challenges in wealthy countries, including Ireland where one in five workers are low paid, we have a gender pay gap of 11%, 60% of those who experienced sexual harassment did so at work, and we have a lack of collective bargaining rights. We are campaigning on all these issues and, crucially, are engaged in negotiations with Government and employers on an improved legal framework for collective bargaining, aware also of the imminent conclusion to the proposed EU minimum wages directive. As the 2022 flagship Social Dialogue Report of the ILO confirms, a successful conclusion to these discussions will unleash the power of collective bargaining to advance equality and foster inclusion in our country. We also urge the Government to expedite the process to ratify Convention 190. I want also to note the report on the situation of workers of the occupied Arab territories and the decent work deficits it outlines. Widespread reports of discrimination against Palestinians in the application of regulations and policy outlined in the report have been described as apartheid in the report of the former UN Special Rapporteur on the situation of human rights in the Occupied Palestinian Territories. Illegal settlement expansion, the impact of the blockade in Gaza and the impact of COVID-19 on the world of work have all impacted on workers in the region, and the international community must move beyond condemnation to holding Israel accountable. May I also, on behalf of Irish workers, send our ongoing solidarity to all our brothers and sisters struggling for peace, democracy and respect for human rights across the world and extend my huge gratitude to the outgoing Director-General, Guy Ryder, for his contribution over the past decade. Thank you, President.

Mr Rodolfo A. Parra Rojas

Employer (Cuba)

The Cuban employers congratulate the fact that the DG's report focuses on the LDCs and the impact on the world of work and that nobody should be left behind. This is in line with the objectives of Agenda 2030. The situation for workers in the world is very complex. The impact of the pandemic on supply chains has been considerable and there have been problems between States. There have also been problems on the level of vaccination. Indeed, coverage in various regions of the world has been unequal, and this means that the risk is present that new variants of the virus may appear. In countries that are less developed, i.e. the LDCs, the situation is even more concerning. International cooperation is key in order to overcome the current crisis. This Conference could be an example of such contribution. This could be based on the collaboration and adherence to the ILO's mandates. On a national level, job creation processes must be implemented, and the Cuban employers look forward to debates that will promote the creation of high-quality jobs. Moreover, holistic employment policies and the creation of healthy and good jobs are fundamental for the world of work. In Cuba we are facing the consequences of the virus and the situation is particularly complex. Blockades imposed by the United States on our country have made the situation complicated. However, our healthcare personnel have designed some very effective protocols in order to manage the pandemic in a very successful fashion. And the regions of the Americas and the world, compared to Cuba, have been in a worse position. Cuba developed three vaccinations and managed to vaccinate over 96% of the Cuban population. This means that the population has received booster doses as well and that many have been protected against the virus. Employers have been in permanent dialogue with the Government and with trade unions in order to promote productive and safe work for the workers. President, today Cuba is experiencing the economic recovery in its country. Over 3,000 micro and SMEs have been created, and these are added to the many government run and public companies in place. However, every type of business in Cuba has suffered from the blockades on Cuba by the United States of America. The social dialogue which is tripartite is fundamental. The ratification of Conventions involving the fundamental principles of this organization will create a more just world that will be sustainable and more prosperous. Thank you very much.

Mr Fernando Elísio Freire de Andrade

Government (Cabo Verde)

President, delegates, Cabo Verde wants human dignity to be a priority, and we believe the formal recognition of healthcare to be a fundamental right for all workers in the country. The formal recognition of OSH at work should be a priority. There are protocols in place that guarantee OSH in Cabo Verde. Cabo Verde aligns itself with the aim to create conditions for companies so that they may protect the rights of workers and protect their heath as well as create the conditions necessary for their economic survival as well as decent working conditions. We want to fight against child labour, and we fully want to eradicate extreme poverty. The Government of Cabo Verde is working on Convention 187 on healthcare and OSH in general at work as well as Convention 161 and 165 on the fight against occupational diseases, amongst others. Decent work for all is fundamental, and to do so we need to promote social protection for everybody, and we wish to extend this social protection to all those who are

working in the informal economy. The Government is raising awareness amongst workers who work in the informal economy, and this is an area that has been severely affected by the pandemic. The aim to promote safe and decent work is a priority. We have an observatory in place that is analysing the conditions so that we may issue regulations for these areas and so that we may guarantee both the rights and duties of workers and employers. Decent work is based also on the protection of workers and safety and health at work. It is imperative also that we strengthen our institutions. We need to make our companies more competitive, and we need to make the business environment more attractive. Businesses should be more sustainable as well. We cannot promote decent work if there is no favourable economic context of growth. It will be impossible to provide decent work to the citizens of the country if we do not do all this. The Government of Cabo Verde is implementing policies to promote creativity and innovation, as well as rendering SMEs as well as micro companies, and turn them into formal companies, and this will increase the competitiveness in the country. We also focus a great deal on training, education, especially for the young. This is the way forward to create a decent world for the young as well as for people with disabilities, and this will be done in a safe environment. Decent work is also based on the fight against child labour. The State of Cabo Verde has signed all Conventions related to the fight against child labour. It is important to protect children against such forms of labour. We have created a national prevention convention to fight against child labour, and it has been approved by the Government and by the other social partners. Allow me to conclude by addressing the Maritime Labour Convention. Cabo Verde has committed to respecting all the labour rights and the conditions and regulations that are listed in this Convention. It is important that when working in the maritime sector people have decent work and be protected by decent hygiene and the like. Safety in navigation is fundamental for us. Now there is one last comment that I wish to make. The amendments made to the Maritime Labour Convention are of great interest to the Government of Cabo Verde, and they are currently being discussed in parliament. The amendments to the legal framework for maritime work is of great interest to Cabo Verde. Cabo Verde is truly committed to all these aims. Thank you very much.

Mr Denis Torche

Worker (Switzerland)

President of the Conference, Director-General, delegates, ladies and gentlemen. At the adoption of the Declaration on Fundamental Principles and Rights at Work of 1998, it was recognized that the principle of safety and health at work was as important, as fundamental as the four other constitutional principles. Now 20 years have passed, and this principle has somehow remained in sleep mode. And it has demonstrated that by not being respected, what happens is there are major accidents, particularly in LDCs. We can recall a few of these. For example, the collapse in 2013 of the Rana Plaza in Dhaka which cost the lives of 1,132 people and left 2,500 injured. The COVID-19 pandemic underscores the urgency of making health and safety at work a fundamental principle. It demonstrates the vulnerability of humans facing the destruction of our planet, and if we want to guarantee an environment for work which is safe and healthy, we need to work in a holistic fashion. We need to restore biodiversity and reduce GHG emissions and do this by the end of the century. LDCs have particularly suffered from the COVID-19 pandemic because they do not have instruments which are necessary, such as reparation for partial unemployment and others. A rich country like Switzerland must reinforce and strengthen its cooperation with LDCs to support their social institutions and their labour markets. Making health

and safety at work a fundamental principle should not only be done just because there are serious accidents that take place but also should be the result of the constant pressure of workers. In Switzerland there are constant attacks on the protection of workers. For example, making working conditions more flexible on only one side. For example, limiting the requirement to have working hours or time stamps, extending the duration of work which can be accepted, freeing up the possibility to work on Sundays, et cetera, et cetera. So with regard to the digitalization of labour, well, it completely destroys limits between working time and free time, and this leads to an enormous stress and burnouts. In order to reduce this stress, the responsibility is being pushed onto the individual, giving relaxation techniques. So the objective is not really to eliminate or reduce stress. It is just to help manage stress which is supposed to now be normal. The responsibility then falls upon the worker. To implement the new fundamental principle, Swiss workers are pleased to have found a consensus on this as it is recognized in Convention 155 and Convention 187. Swiss workers will request the ratification of these by Switzerland. Trade agreements with Switzerland contain chapters on sustainable development which are fundamental principles of labour. It therefore makes sense that a new principle should be added on health and safety at work in these agreements. The Swiss Government should commit to this. Without recognizing this fundamental principle we, of course, will not have a sustainable economy. And this principle, which I have said before has been put into sleep mode for more than 20 years, should finally be put into awake and functioning mode. I thank you very much.

Mr Ivan Vidis

Government (Croatia)

[vgr INAUDIBLE 0:23] of the Conference, distinguished delegates, ladies and gentlemen, allow me to express my honour to participate in the 110th Session of the International Labour Conference. It is especially encouraging to see so many delegations from around the globe gathering here this week. The pleasure is even greater when, after almost two years of facing insecurities and challenges in the world of work, we are gradually returning to the normal forms of work. Unfortunately, we are still facing the negative impacts of the COVID-19 contagious disease on the workplace, society and well-being. The pandemic has turned the world of work upside down, causing an unprecedented increase in unemployment through the loss of 255 million permanent jobs, destructiveness of social, psychological, educational and economic dimensions and has resulted in the growth of fragility of vulnerable groups. Honourable members, we are deeply saddened by the outbreak of war in Europe caused by the unprovoked and unjustified Russian aggression on Ukraine. In these uncertain times, the international community, as a safeguard of democratic values, needs to be united and committed to protecting human lives and providing solidarity. It is now more crucial than ever to develop and undertake measures to achieve Goal 16 of the 2030 Agenda for Sustainable Development to promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels, achieving a culture of peace and non-violence. In the last couple of years, the Croatian Government, led by Prime Minister Mr Andrej Plenković, has swiftly introduced many measures to respond to multiple global crises, and these were founded on constructive social dialogue. In cooperation with social partners, we have introduced measures to preserve employment during the pandemic, in particular SMEs, microenterprises and the self-employed. Special attention was also dedicated to the disadvantaged and most

vulnerable groups in the labour market. From the start of the pandemic, the Croatian Government has invested more than €1.5 billion in job retention subsidies which have covered over 700,000 workers and 120,000 employers. It is especially important to mention the acceleration in terms of digitization and digital transformation at the global level that has stressed the need for change and adaptation in terms of workforce skills. Our National Recovery and Resilience Plan for the period of 2021-2026 contains ambitious but achievable reform and investment goals crucial for Croatia's faster recovery. Moreover, the geopolitical crisis has caused additional complications in the global economic sector. Therefore, the Government of the Republic of Croatia presented a package of measures to alleviate inflationary pressures on citizens' standards and mitigate the growth of energy prices worth €640 million with the aim of calming the market disruption and ensuring business continuity. Additionally, the Government responded by assisting pensioners through the payment of energy supplements. Distinguished delegates, this Conference brought us together to send a powerful message of our unity in building an inclusive, sustainable and resilient world for all. It is time to take all necessary steps to show global solidarity and build back better. Thank you.

Mr Omar Faruk Osman Nur

Worker (Somalia)

Delegates, ladies and gentlemen, thank you for giving me the opportunity to address the 110th Session of the International Labour Conference on this auspicious occasion. As the voice of Somali workers and their trade union organizations, the Federation of Somali Trade Unions is honoured to be here. Let me start by saying that the Director-General's report is very pertinent, extremely insightful and timely, rich with not only topical and contextual issues but also provides clear guidance as we aim to make the Doha Programme of Action a reality. As a least developed country, Somalia had, indeed, as the report notes, experienced a period of sustained economic growth until the outbreak of the COVID-19 pandemic. Just before the pandemic, Somalia qualified for debt relief, finalized its National Development Plan and was well on its way to taking its rightful place on the international stage. Like most countries, the COVID-19 pandemic presented a significant risk to the fragile economic gains that had been made in previous years. This resulted in sharp reductions to household incomes and, more alarmingly, in the context of a poverty rate of 73% and a youth unemployment rate of 67%. It remains clear that protecting the hard-won rights of workers during this period is critical for workers' well-being underpinned by inclusive economic growth and sustainable development. The past year has also brought with it unprecedented climate change induced calamities in Somalia, not least the deaths of large numbers of livestock, crop failures, loss of livelihoods, a situation that forced many households to fall deeper into the poverty hole. There are growing fears that close to 8 million Somalis are facing famine and require urgent humanitarian assistance. The environment holds this potential [? 2:18] and can provide solutions to most of these challenges. And it is in this regard that Somalia, one of the world's most vulnerable countries to natural disasters including, but not limited to, climate change has firmly anchored the environmental pillar [? 2:33] in its country's national development agenda. Somali trade unions have taken up this mantle of the climate emergency and during the recent COP26 was vocal about Somalia's climate change challenges and to date has remained committed to the shift towards job-rich, green growth and just transition. The Director-General's report highlights that the least developed countries have serious deficits in virtually all indicators of social protection

coverage and adequacy. For this reason, organizations like FESTU strive to make social protection a lived reality, largely by using Somali social protection policy as a tool to monitor how well the Government has delivered on the commitment and the principles of the document. We have launched a sustained advocacy campaign for Somalia to adopt and expand more sustainable social protection programmes by gradually moving away from crisis focussed, targeted, short-lived social protection response measures. FESTU fully supports the efforts of the tripartite constituents of this Conference regarding the inclusion of safe and healthy working conditions in the ILO's framework of fundamental principles and rights at work. From our side, we have been using social dialogue to consult the tripartite constituents in Somalia, helping to tackle the grave safety and health crisis facing workers who are exposed to abuses and injuries while at work. We believe that in addition to ensuring that international labour standards are respected, social dialogue is vital to orient and direct programmes, improve the workplace environment towards more conducive working conditions that support decent jobs and better livelihoods. Finally, we want to join the call for the cessation of hostilities in Ukraine. We call on the international community to engineer a robust and inclusive negotiation process to resolve the war. In Somalia, activities of extremist groups are making life, living and livelihoods hard and frustrating for Somalis. Aside from the humanitarian crisis that violent insecurity breeds, the multiplier effect on households and the economy is staggering. Somalia will need support to contain the menace of civil war, insecurity and political instability aimed at advancing a better people-centred development agenda. I thank you.

Mr Simon Kiprono Chelugui

Government (Kenya)

The President of the 110th Session of the ILC, the Director-General, Guy Ryder, representatives of social partners, receive warm greetings from President Uhuru Kenyatta, President of the Republic of Kenya, and from the peoples of Kenya. Kenya welcomes the Director-General's report and its focus on multiple challenges facing the world of work in general and, in particular, the least developed countries. The combined impact of the on-going COVID-19 pandemic, the conflict in Ukraine and the climate change crisis have all worsened the social and economic conditions of many LDCs. The DG's report has recognized that although LDCs made up 14% of the global population, they accounted for only 1.3% of global production, 1.4% of global foreign direct investment and under 1% of global exports. Mr President, Kenya supports the implementation of structural transformation of economies of LDC countries as proposed under the Doha Programme of Action anchored on six pillars. While the Doha programme may address some of the decent work deficits in LDCs, a more fundamental transformation would be the overhaul of international trading and economic architecture to create a level playing ground which attaches real value to products from many LDC countries in international markets. Kenya also proposes that multilateral institutions which regulate trade and economic affairs, such as the World Trade Organization, the Bretton Woods Institutions and related agencies, reform policies and regulations to facilitate fair outcomes of LDCs and in the framework of international solidarity. We call on all developed and international lenders to consider instituting debt relief to LDCs in order to provide the required fiscal space to invest in the six enablers of structural transformation. Kenya also proposes the need to support the movement of goods, services and labour from LDCs, increased direct foreign investment, reduction in the cost of diaspora remittances and giving preferential treatment to manufacturing companies in LDCs to increase the percentage of global

production from LDCs to at least 10%. If we do nothing, we will for sure leave LDCs behind. Ladies and Gentlemen, while Kenya appreciates the Director-General's report on LDCs, we recognize that there are some countries not technically categorized as LDCs but manifest the decent work deficit and challenges identified in the report and therefore also need to undertake deliberate and integrated policy interventions to support structural transformation. Towards this end, Kenya has instituted far-reaching programmes in promoting productive capacities of people through free primary and secondary education and subsidized university and vocational education, which have created a large pool of educated and trained human resource base. Similarly, Kenya has put in place strategies to increase contribution of manufacturing to GDP by 15% and introduced post-COVID recovery strategies such as introduction of universal healthcare, business recovery strategies, enhanced social protection to vulnerable groups and introduced social security products targeting the informal sector. Mr President, labour migration has immense socio-economic benefits. However, we have witnessed violations of migrant, human and labour rights in some countries, such as exploitative working conditions, confiscation of identity documents, exposure to long working hours, restriction of movement, occupational safety and health risks, and inability to change employers even in cases of exploitative employers, hence reversing the gains of labour migration. It is for this reason that Kenya calls upon ILO Member States and relevant regional and international institutions to support the implementation of fair labour migration practices by both countries of origin and destination. On our part as a country, Kenya is streamlining labour migration management through capacity-building of private employment agencies, by training on international ethical recruitment standards and establishment of legal and policy framework towards protection of migrant workers. As I conclude, Kenya appreciates that this Conference is discussing issues of health and safety at workplaces as a fundamental principle of work. My delegation calls upon the ILO to support sensitization activities so that many employers appreciate the importance of investing in health and safety at workplaces. Finally, Kenya congratulates the incoming ILO Director-General, Gilbert Houngbo, and pledges our continued support. I submit. Thank you very much.

Mr Carlos Fernández Gallardo

Employer (Venezuela (Bolivarian Republic of))

Director-General Guy Ryder, Vice-President, delegates. FEDECAMARAS is glad to see that the latest report of the Director-General has a focus on the very relevant matter of the LDCs. This is only 18 years before the 2030 deadline for the SDGs will be reached. FEDECAMARAS reiterates its solid commitment to the ILO not to leave anybody behind. This is a message of inclusion with which FEDECAMARAS fully identifies in order to fight the challenges such as poverty, inequality, informality, low levels of social protection and low productivity. Although some countries are not listed in the report, we have noted that over the past years there have been great difficulties with which we identify, and there are needs with which we identify too. Between 2013 and 2021, Venezuela has suffered greatly from continuous economic recessions. Its GDP dropped by 83%. Now, today, although there is an incipient economic recovery, thanks in large part to the private sector and taking into account international forecasts that predict a 5% growth in 2022, it is true that the GDP will only reach 26% of what it was in 2013. Indeed, a lot remains to be done. FEDECAMARAS is working on a proposal with many different social actors. The aim is to create a new economic development model which will allow Venezuela to become more modern and more

competitive, which will allow it to promote economic growth, competitiveness and social inclusion as well as progress. This is the 2035 Prospective Vision Project, and we will be presenting it at our annual assembly in July. Here we give priority to the private sector in a diversified economy as well as to the oil sector, a driver of the economy, the aim of which will be to create jobs. Here we share the vision of the Director-General, i.e. to raise awareness among social actors in order to reach national responsibility, international solidarity and political consistency. Social dialogue is also fundamental to overcome the crisis that has been worsened by the pandemic. And in future we want to be able to count on productive workers and efficient companies so that, hand in hand with the state, we may pave the way for our countries towards a better future and decent work as well as full social inclusion. Indeed, no country, be it more or less developed, may make progress without the efforts and close coordination of the government which needs to hold hands with manufacturers so that social dialogue may drive forward development, democracy and reduce the gaps between our peoples and promote progress. We would like to thank the Director-General and the standards department, as well as all the supervisory bodies of the ILO, such as the IOE as well, who have provided support to Venezuela in its continual fight for greater social dialogue which is structured, honest and productive. This is the only way forward for a new Venezuela which is developed, productive and prosperous. The social dialogue forum, which was recently created in Caracas and which counts on tripartite players and the technical support of the ILO, represents a considerable advance in the dialogue process. However, Venezuela requires changes and follow-ups and cooperation in order to reach tangible results to ensure that Venezuela may become modern, competitive and inclusive and so that we may efficiently make use of all our assets in order to allow our strong and brave people to bring their Venezuelan talent to the globe. Thank you very much.

Mr Samba Sy

Government (Senegal)

Madam President, distinguished delegates, allow me to congratulate the President and the members of the bureau on their conference. My congratulations also go to Guy Ryder, the DG of the ILO, for the excellent work that he has done during his mandate and wish him full success in continuing work as well as to the next DG, Mr Houngbo. The world continues to suffer the consequences of the COVID-19 crisis. For example, a strong contraction of the global GDP, insecurity in the economy, informality, increasing inequalities, massive job loss as well as a low level of social protection coverage. The challenges of the labour market are pressing, particularly in LDCs. Because of the mandate for social justice and decent work, the ILO, which is the guarantor of the universal conscience for the world of work, is of course [vgr INAUDIBLE 1:10] of these issues. Senegal would recall the appeal to face the crisis and is basing itself on the framework of the ILO and which leads the work in a human-centred approach to decent work. Now the pillars of this framework require us to find solutions to these problems. The Senegalese model for social dialogue has produced interesting results because of its innovative and tripartite nature. Proof of this is, for example, the organization of three social conferences and Convention 157 on security and health at work. Senegal reaffirms its commitment to recognizing the principle of health and safety at work as a principle and fundamental right of labour, pursuant to Declaration no. 2. Ladies and gentlemen, a human-centred recovery requires improving the legal framework for decent work in a country. This is why, in addition to the reform that is going on currently in 2022 of our labour legislation, my country has

acceded to a number of other texts. For example, one on the protection of women during their pregnancy, others on pregnant women and on non-discrimination at work. Mindful of these different issues, we have worked to further the subject of the third social conference on social protection for all. We are working to improve the resilience of different societies and their economies. We focussed our third conference on social protection for all, acting fast to reduce gaps in decent work and succeeding the transition from an informal to a formal economy. We welcome the addition to the agenda of decent work in the SSE as this will play a key role in social inclusion. This is why the president of my country created in 2017 a ministry in charge of SSE to ensure that a law would be adopted on this which took place in 2021. Madam President, I would now like to turn to the third recurrent discussion to have an inclusive and sustainable economy in favour of labour. Aligned with this goal, the Government of Senegal has established an emergency labour programme for youth, and we have accorded some CHF450 billion for the 2021-2023 period to this objective. In conclusion, I am convinced that this Conference will arrive at important conclusions which will take into account national priorities and the priorities for social justice and decent labour. I thank you very much for your kind attention.

Mr Ayuba Wabba

Worker (Nigeria)

Mr President, esteemed delegates, I bring you warm fraternal greetings from the working people of Nigeria. We congratulate the Director-General of the International Labour Organization, Brother Guy Ryder, who is completing his term of office, for his excellent service to the world of work. We also welcome the incoming ILO Director-General, Dr Gilbert Houngbo, our brother from Africa who belongs to no one, yet belongs to everyone. As we converge here, Mr President, in Geneva, we are all inundated with the echoes of war, the horrendous aggression by Russia against Ukraine which has turned about 7 million Ukrainians into refugees, maimed and killed thousands more. We should be worried that the war in Ukraine almost brought the world to the doorstep of a nuclear winter. Mr Chair, currently the global food and energy supply chains have been severely serrated by this war, leading to hyperinflation, hunger and destitution in many countries. It is workers and their families that suffer most during senseless wars like the one that is taking place. Mr Chair, the working people of the world unequivocally denounce the ongoing human tragedy in Ukraine. We stand in solidarity with the workers and the people of Ukraine. We demand a stop to the aggression now. We implore Russia to embrace dialogue. The opening statement of the Director-General of the ILO sums it up: those who resort to war deny social justice. I must add that those who choose war admit and advertise the failure of their humanity. Succinctly put, wars in the 21st century mock any claim to grand milestones in civilization. Mr President, just as we speaking out against the violation of the UN Charter by the aggressors in Ukraine, we also condemn those violating international labour standards in different countries and workplaces. We are appalled and opposed to the growing resistance against trade unionism through obstruction of freedom of association, freedom to organize, freedom to collective bargaining, the right to strike and the irresponsible violation of collective bargaining agreements, especially by multinationals in the global supply chain. Mr Chair, in Nigeria, workers in our universities, both academic and non-academic, have been on strike for more than two months now because of non-implementation of a collective bargaining agreement. We call on the Government to bring this strike to an end without further delay. Mr Chair, globally workers are concerned about the rise of

fascism, ultranationalism, unilateralism, irresponsible capitalism and despotism which threaten not only the fabric of harmonious industrial relations but also the foundations of global peace and our collective survival. It is on account of these trends that we wish to reiterate our denouncement of the recent military coups in parts of Africa and Myanmar. We call for the restoration of genuine democratic, plural and participatory governance in those affected countries. Mr Chair, we call for a new social contract anchored on a human-centred approach to recovery which prioritizes decent work, social dialogue, social protection, just transition to the green economy, inclusive and sustainable development and the resolve to make operational occupational health and safety as a fundamental right at the workplace in line with the demands of the ILO Centenary Declaration and the Global Call to Action. Mr Chair, finally, we commend the commitment of social partners in Nigeria for the institutionalization of social dialogue through the resuscitation of the National Labour Advisory Council. This tripartite structure has completed the process of reviewing our five labour laws, expecting the Government to forward those laws to the Nigerian Parliament without further delay. Similarly, Mr Chair, the National Labour Advisory Council in Nigeria has also utilized the process of ILO Convention 190 for ratification. We are confident that this ratification will happen very soon. Finally, Mr Chair, together we can make the world a better place to live, work and raise our families. Thank you for listening.

Ms Lilian Tschan

Government (Germany)

President, Vice-Presidents, Director-General, ministers, representatives from the Employers' and Workers' groups, your Excellencies, ladies and gentlemen. Now, ensuring adequate social protection for all was definitely a core issue on the agenda of the G7 presidency of Germany this year. This has been affected severely by the war in Ukraine and unfortunately is in a tragic situation. War is waging in Ukraine, and this means that there is great suffering and destruction for the people in Ukraine. Its impacts, which are economic, social and political, are having an impact across the globe. We strongly condemn the attack. I am glad that the Governing Body of the ILO, on 23 March this year, condemned this aggression with a majority, and this injustice has been addressed explicitly. These crises are a wake-up call for greater international cooperation, and the ILO will play a central role here. With his report, the Director-General has focused a great deal on LDCs and the impact of carrying on business as usual: "We must be prepared to implement effective support measures for the LDCs in order to close the gap." Yes, Director-General, I thank you for your report and for your clear message. You make it very clear that we stand in front of great challenges. Now in the LDCs especially there is the risk of losing ground on the positive economic and social developments that were made over the past years. Ambassador Jardfelt, I would like to thank you very much for your report on the work of the Governing Body, and it highlights the core duties of this organization because it clearly identifies what remains to be done. We stand before a mammoth task, and the crisis must be overcome in order to make progress. We must be ambitious and we need to promote decent work. Indeed, I do believe that it can be done. Everything has been tried and tested. As an international community we have common and universal values, such as justice and decent work. Labour is not a commodity. These are definitely the paths towards decisive action, and we must prove that we are capable of such action. And with the decision for a safe and healthy world of work that respects the fundamental principles and rights at work we will be able to make a great step forward. We would like to prove that we can not only render lip service to the values of the ILO but that

we can actually transform this in acts and values. Labour protection is a core standard of the ILO. The Federal Government of Germany expressly supports this goal. It must become a reality. In our communique of the Labour Ministers of the G7 we have clearly highlighted this. Ladies and gentlemen, the German Government is a committed partner in the multilateral systems and most particularly with the ILO. We would like to thank the ILO, the governments and the social partners for having created this international agenda and for presenting the challenges as clearly as it did. We look forward to greater collaboration, and I would like to thank you very much for your attention. Now, please let me tell you that the German Government is a clear, committed partner to the multilateral systems. The International Labour Organization is something that the Government of Germany supports, and I do look forward to collaboration in the future. Thank you.

Mr Hasan Alhalwachi

Worker (Bahrain)

Mr President, ladies and gentlemen, deputy presidents, the crisis that we have witnessed in our world because of the COVID pandemic showed us beyond any doubt that the most complex of problems cannot be resolved except through consultation and dialogue. And the social dialogue that has been launched by the ILO, with its three components and internally in each country and with the participation of civil society organizations, this consultation had a far-reaching effect in minimizing the human and financial losses because of the pandemic. Also this dialogue showed us how fragile the system of social protection is for great segments of our society. Perhaps those are the ones that are more affected by the consequences of the pandemic. And therefore the General Federation of the trade unions of the workers of Bahrain wishes to commend the report of the DG, Mr Guy Ryder, indicating that social protection has got to be provided for the more vulnerable and the poorer segments of society, the segments that do not have the ability to ensure their livelihood day to day, the segments of society that should not be left behind. We underline that the responsibility is an international responsibility and a humanitarian responsibility. The Federation of trade unions has been following all issues related to labour and workers in the Kingdom of Bahrain. We predicate ourselves on the sense of responsibility that we have towards society. And in line with the Declaration of the 100 years of the establishment of the ILO, the Centenary Declaration, here the federation, and for the first time of its history, has launched an electronic platform for those who are unemployed. And there has been unprecedented acceptance and utilization of this platform, and the results of the statistics have been sent to the Prime Minister. Also the General Federation, through a committee of experts, has launched a new vision for the reform of the labour market and the shielding of trust funds against actuarial deficits. And that is directly related to the reform of the labour market. Here we stand steadfastly with Palestine. The workers of Bahrain have always raised their voice in support of all humans because we believe in humanity regardless of religion and belonging. We support the right of the people of Palestine, like all peoples in the world, to exercise their right in existence and in sovereignty and in enjoying identity. And therefore we indicate that as long as the just cause of the Palestinians has not been resolved through a fair solution, then if we do not apply this right decision, it is not possible to normalize with the Israeli entity. Especially with the blockade that affects humans and properties, making the Gaza Strip one of the most difficult places to live in and one of the poorest and where unemployment is rampant, more than anywhere in the world, let alone the aggression against those who engage in marches for a return against the wall of separation and

where people die every week. As the General Federation of trade unions of Bahrain, we would like to extend our thanks to the Director-General, Mr Guy Ryder, and we thank him for his steadfast support to the workers in Bahrain and workers everywhere in the world. We thank him for all his efforts that he has made as part of his work with the ILO because we consider the period where he was the Director-General of the ILO as one of the most determining periods in the history of the ILO. I thank you very much.

Mr Panos Tsakloglou

Government (Greece)

Dear Chair, Director-General, distinguished delegates, ladies and gentlemen, it is an honour to address the 110th plenary session of the Conference on behalf of the Greek Government and wish every success in its work through a very demanding agenda. Allow me first to comment on the very timely report by the Director-General regarding the impact of consecutive global crises on the least developed countries. Undoubtedly, both the COVID-19 pandemic and the war in Ukraine are reshaping the global economy. These global shocks have serious consequences and lead to political and social challenges. The humanitarian cost is already extremely high and is likely to rise sharply if the war continues for months or even longer. More than 12 million people have been displaced and more than 13 million need urgent humanitarian assistance. Russia's invasion of Ukraine has led to unprecedented price hikes and supply chain disruptions, giving rise to a triple crisis of global scale in food, energy and finance. According to the IMF and the World Bank, the unrest in energy markets can trigger acute financial distress in the least developed countries because of the inflationary spiral it creates. According to the UN Secretary-General, Mr Guterres, 1.7 billion people are facing the danger of poverty and hunger because of the war. The existing gap in growth and labour market prospects is growing between advanced economies and least developed countries where very often informality, rural subsistence, lack of strong labour institutions and poverty prevail. In order to face these challenges and build a fair and inclusive society, a coherent framework that enables the acceleration of national progress towards achieving the Sustainable Development Goals and promoting the principle of leaving no one behind is needed. Despite the aforementioned adversities, Greece remains fully committed to the Agenda 2030 and takes appropriate measures so that the 17 Sustainable Development Goals are embedded in all political plans. In this context, over the last three years, the Greek Government has endorsed a number of national strategies, action plans and legislative initiatives that mainstream, in an integrated manner, the principle of leaving no one behind in public policies and reform measures, placing emphasis on targeted measures supporting the most vulnerable members of society. The ILO and its Member States are called upon to adapt to the new global economic conditions and address the rapidly evolving realities in international labour markets. We welcome and support the ILO's engagement in the implementation of the Doha Programme of Action for the Least Developed Countries for the decade 2022-2031. In this framework, we are committed to generate employment opportunities for all, to achieve sufficiently high levels of digital and green skills and promote inclusive and sustainable development. The ILO, in its tripartite structure, has a pivotal role to play and a universal mandate to serve while promoting global partnership. Closing, allow me to extend, on behalf of the Government of Greece, our warmest thanks to Director-General Ryder for all his hard and inspired work and, of course, convey our wishes for success to the newly elected Director-General Houngbo. Thank you very much, Chair.

Mr Zaki Ahmed Khan

Employer (Pakistan)

Madam Chair, Director-General of the ILO, distinguished delegates, ladies and gentlemen, assalamualaikum and good afternoon. I bring to you the greetings from the Employers' Federation of Pakistan. I take this opportunity to congratulate the Director-General of the ILO on his report on 'The least developed countries: Crisis, structural transformation and the future of work'. The Director-General, in his report, rightly points out that the international community stands at a key juncture in its relationship with the LDCs, particularly when we are reaching out to the 2030 Agenda which LDCs are in the most danger of being left behind. The Director-General rightly points out a great diversion between the developed and developing world which is hitting the global economy in the midst of a perfect storm. The Director-General makes a strong appeal for international solidarity, global partnerships for a march by the LDCs to the developing country status. My country is also facing similar issues. Having come out from the impact of war in Afghanistan after playing its active role in the war against terror, Pakistan is undergoing a fast process of social and economic transformation. The Employers' Federation of Pakistan is fully committed to support the Government in the implementation of Sustainable Development Goals through the private-public partnership. The Global Compact Network Pakistan, hosted by the Employers' Federation of Pakistan, has established an SDG Champions Club which acts as a platform to bring the private sector together in sharing knowledge, experience and best practices. EFP is leading the Workers Employers Bilateral Council of Pakistan for the last two decades as a strong bilateral platform for social dialogue in the country. The employer-led Skill Development Council established by the EFP has developed skill development Vision 2030, mobilizing youth with the skills needed for the future of work. The Employers' Federation of Pakistan has been working for implementing fundamental principles and rights at work in the various tiers of the cotton supply chain, the sports goods industry and other vital sectors of the national economy. As the national focal point, EFP is also actively engaged in the implementation of MNED principles. The EFP, in collaboration with ACTEMP and social partners, is working closely on gender equality, youth and women empowerment, promoting climate change actions and implementation of the ILO's employment and Decent Work Programme. Recently the Pakistan taskforce and UNSDCF has been set up one of [vgr INAUDIBLE 3:41] providing a steady direction for the UN development activity at the country level. We are confident that the Director-General's report will go a long way in setting a tone for renewed effort in LDCs and developing countries as they strive to combat the effect of a perfect storm in the post-pandemic rehabilitation phase. I thank you very much.

Mr Krishna Kumar Shrestha

Government (Nepal)

President of the Conference, Director-General of the ILO, I am pleased to address this august 110th Session of the International Labour Conference and would like to thank the ILO for organizing it despite the world being in a difficult post-pandemic situation where many fellow members face the threat posed by the COVID-19 pandemic. Please accept warm greetings from me and the people of Nepal. Many countries are facing multiple problems while combatting the pandemic due to its detrimental impact on our health and socio-economic activities. In such a difficult

situation, the 110th Session's deliberation on decent work and social and solidarity economy could not be more appropriate. I congratulate the Chairperson of the Governing Body and the Director-General of the ILO for their comprehensive reports which accurately elaborate and address the current state of affairs in the world of work. Chair, Nepal has made significant progress in vaccinating its population in response to COVID-19, and we continue to struggle with the aftermath. A highlight has been slow recovery of our economy due to the rising inflation driving by commodity prices which has added to the cost of living for workers, and operational costs have increased for enterprises. The Government of Nepal has adopted various measures in response, but I would like to especially inform you of our priorities. Our contribution based social security scheme was an important step forward to improve protection of workers and their families and addressing work-related risks. Our flagship employment programme of the Prime Minister was launched to provide 100 days of work and income protection against unemployment for deprived groups. The programme has expanded its scope to include workers in informal employment, to alleviate some of the growth in unemployment during the pandemic. Looking ahead, we are beginning to develop its public employment service component together with designing new vocational skills related policies to improve employment opportunities. The pandemic has served to bring decent work deficits in the informal economy to light. We have completed a national diagnostic of informality, as per the provisions of transition from the informal to formal economy recommendation, and are currently developing an integrated national action plan through tripartite social dialogue. I would like to inform you that the Government of Nepal is committed to ending all forms of child labour, forced labour, human trafficking and modern forms of slavery. Our commitment is reflected in our membership of Alliance 8.7 and our role as a pathfinder country. We are also well on our way to implementing a master plan to eliminate all forms of child labour by 2025. Nepal is working in line with the spirit of the Global Compact on migration. We strongly believe that migrant workers deserve basic human rights and equality of treatment in the destination and transit countries. My delegation fully supports and appreciates the outcome document to be adopted at this Conference. Before concluding, let me also take this opportunity to reiterate my country's vow that vaccines are global public goods and therefore vaccine governance should be shared. Nepal is making efforts to overcome the fight against the pandemic and looks forward to continued and enhanced cooperation with the ILO. I wish every success to this Conference. Thank you.

Mr Salvador Medina Torres

Worker (Mexico)

Thank you, Chair. On behalf of the Mexican Confederation of Workers and the Alternative Trade Union Democratic Group of the Americas, I am participating and contributing to the debates and exchanges at this 110th International Labour Conference. This is essential for the world of work, for citizens and the democratic balance of our societies and the health of our world. We are aware of the many risks we are experiencing to global peace which have taken place because of poverty, the lack of livelihoods for many people, but also because of the enormous inequalities in our countries which can be seen in various reports of the ILO and other United Nations agencies. Therefore, this Conference must be a firm testament of the collective awareness of the need to move from words to actions and make this reality. All efforts of the ILO and calls to action and to draw up instruments for cooperation and development will be null if countries do not cooperate on key aspects for the future of

labour and of people. The pandemic has taught us hard lessons on our welfare states and the gaps in our policies. And here I must say that in Latin America there is a clear deficit of social dialogue and tripartism, although there is a clear different between certain countries. We need a sustainable, resilient recovery, and we must have a clear political will to achieve this. We also need to increase the efficiency of international labour standards. That is why the ILO control and supervisory mechanism should be improved, because investing in standards is investing in tripartism. But I should also say that we must link more closely with national needs. What we want cannot always be achieved through the tendency towards centralization that we have seen in recent years. And I would like to conclude by offering our greetings to dear Guy Ryder for all his hard work throughout his term. And we would like to welcome the new Director-General, Gilbert Houngbo, who we wish every success to at the head of the ILO. Thank you.

Mr Michalakis Antoniou

Employer (Cyprus)

Dear Chairperson, I wish to begin by congratulating the Director-General and his office for this year's report on crisis, structural transformation and the future of work in the least developed countries. The Cyprus Employers and Industrialists Federation believes that an effective way for LDCs to pursue sustainable growth, create jobs and achieve their potential is through entrepreneurship, private enterprise and social dialogue with the most representative employer and worker organizations. This is the third year in a row the International Labour Conference is conducted unconventionally. We are thankful that we live in an age that technology makes teleconferences possible and accessible, but we have missed the direct interaction that helps forge and maintain relationships. Since the pandemic seems to be coming to an end, we hope that next year's Conference will be hosted with physical presence at its home at the Palais des Nations in Geneva. Three years of COVID pandemic, three years of profound challenges to the economy, the labour market and society. Unfortunately, just when we thought we put the worst of the pandemic behind us, a new set of challenges has emerged, threatening economic recovery. War in Ukraine has increased considerably the cost of energy and grain prices, with experts warning of a food crisis and a chain of price increases on major food items. Any considerable increase in food prices will create a difficult dilemma. If governments choose to contain price increases by imposing price ceilings, they risk creating food shortages. If governments who have already spent unprecedented amounts of money to support the economy during the pandemic choose to spend more money or reduce taxes to supplement citizens' income, they run the risk of depleting their reserves or incurring further debt. The threat of a food crisis needs to be neutralized and it needs to be neutralized now. Price increases are also noted for many basic consumer and industrial goods, feeding inflation and leading to income erosion, restricted consumption and putting pressure for wage increases that exceed businesses' ability to meet them in the post-COVID era. The risk of runaway inflation must be taken seriously, especially considering how fragile many economies are right now. Finally, I wish to address the problems in global supply chains that hinder economic activity and growth opportunities. In the pre-COVID era, supply of raw materials and goods was smooth and uninterrupted. Today there are considerable delays, slowing down many sectors of the economy. Since supply chains are the lifeline of global trade and industry, these delays may lead to local and international disruptions to the supply of goods. Dear Chairperson, ladies and gentlemen of the plenary, the pandemic, bad as

it was, had its bright moments. For the first time in human history effective vaccines were developed in less than a year, an achievement short of a miracle. We should show the same resilience and determination today to avert a food crisis and tame inflation. International threats demand international responses, and this is the most suitable forum to address the post-COVID threats to the world of work. Thank you for your attention.

Mr Jeong Sik Lee

Government (Republic of Korea)

Mr President, Director-General, representatives from governments, employers and workers, it is a great pleasure to meet you all. As stated in the report by the Director-General on 'The least developed countries: Crisis, structural transformation and the future of work', the world has suffered tremendously from the COVID-19 pandemic. Some developed countries have seen sound recovery, but many of the developing and emerging countries have not yet fully recovered due to limited financial capacity and vaccine supply. Under such circumstances, the importance of international cooperation and solidarity is significantly growing to address a series of challenges, including the Russia-Ukraine war and climate change, so that all citizens in the world of work can maintain freedom and dignity. Korea has not been immune from recent crises. Immediately after the outbreak of the pandemic, nearly 22 million workers suffered job losses in 2020. In response to the crisis, the Government supported businesses in the aviation and travel industries and pushed for employment policies tailored to vulnerable groups. We adopted Korean unemployment assistance, expanded employment insurance coverage and provided opportunities for occupational training for all Korean workers. Fortunately, progress was made as these measures have contributed to rapid employment recovery in Korea to pre-pandemic levels. Nevertheless, vulnerable groups still struggle to find stable jobs. In Korea, the new administration took office in May this year. The new government is implementing the following policies to ensure that we create a society where the value of labour is respected. First and foremost, prompt livelihood support for work in special employment types, freelancers and taxi drivers has been provided to ease their economic burden. We are preparing to step up our support to encourage a new workforce to flow into industries that are facing labour shortages due to disruptions in the labour market since COVID-19. In addition, the Government will support workers' vocational development, taking advantage of new technologies such as the metaverse and virtual reality so that all can adapt We will continue to expand the job information network so that jobseekers can find jobs easily and fast. The employment service will be reshaped to be digitally driven. Moreover, a management scheme for occupational safety and health will be established to ensure that all workers can work in safe environments. While enhancing all efforts to prevent industrial accidents, a detailed road map will be made to reduce them. In this regard, the discussion of this year's Conference to include safe and healthy working conditions as fundamental principles and rights at work is very timely. As you may know, Korea ratified three fundamental Conventions last year on freedom of association and forced labour which have been in force since April this year. The Government will do its best to faithfully implement them in close consultation with workers and employers. Mr Chair, the Declaration of Philadelphia, the foundation of the ILO, states that poverty anywhere constitutes a danger to prosperity everywhere. In line with this, as an important member of the ILO, our government has put the spirit of solidarity and cooperation into practice for recovery where no one is left behind by supporting other countries,

particularly developing countries in need in the Asia-Pacific region. We will continue to strengthen close solidarity and cooperation with the ILO. I would like to take this opportunity, finally, to thank Mr Guy Ryder, the Director-General of the ILO who has headed the Office for the last ten years. Thank you very much.

Mr Al-bawi Sattar Danbous

Worker (Iraq)

[vgr INAUDIBLE 0:21] the Merciful, ladies and gentlemen, your Excellencies, dear friends. I salute you from Iraq, the land of civilization and the values of amity and peace. I extend my appreciation to the former Director-General due to his success during his term of office of the ILO, and I congratulate the new DG in taking up this responsible post in this very particular sensitive phase in the world. We need peace and sustainable development. Ladies and gentlemen, the items on the agenda of the ILC have included very important items, particularly the Report of the Director-General responding to the crisis and fostering inclusive and sustainable development with a new generation of comprehensive employment policies. Such transformations are witnessed by the labour work in the whole world and a change as well in demand and supply which affected the labour market. It is also related to climate change and the loss of land which was nurturing fertility before and now providing for food is threatened as a result of very fast changes in the demographic structure under globalization. All this has affected as well the improvement of skills. My country is currently damaged as a result of the scarcity of water and the spread of desertification. My land, which was known before as a fertile green land, now it is threatened, and the high temperature as well has threatened our civilization, our Babylonia and Mesopotamia civilization as well. We hope that you are going to help us to recover the economy and the labour market through diverse investments and the provision of modern technology which will help us to establish the diverse and sustained economy. We also support our Government because it prepared a draft law on unionization which is commensurate with the criteria of the ILO and all the Conventions which we have ratified. We also support, we in the General Federation of Trade Unions, a bill to provide OSH in accordance with our major rights. We reiterate our thanks and appreciation to the ILO for the technical support provided for us, and we take this opportunity to express our best wishes for further progress.

Mr Mauroof Zakir

Worker (Maldives)

Bismillahirrahmanirrahim. Mr President, distinguished delegates, as the world moves forward from the COVID-19 pandemic and focuses on rebuilding the economies, more emphasis needs to be made to mitigate the social and economic impact on the workers and their families. Collective bargaining rights remain the cornerstone for implementing decent work for workers to address the inequality pandemic. It is an important aspect to ensure that economic growth is inclusive and to close the gap between the rich and poor. The economic outlook for Maldives is projected to be positive in terms of real GDP growth, precedented by the fast recovery of tourism. Yet, the question remains on the labour and employment outlook. It is evident that the workers, including the migrants, are working in precarious and vulnerable conditions at work. Addressing these requires transparency in labour governance and urgent legislative and policy reforms by the Government of the

Maldives. Establishment of a functional tripartite government system and formulation and implementation of an integrated labour migration policy are key policy interventions of importance to be in place immediately. Distinguished delegates, the ILO Committee of Experts on the Application of Conventions and Recommendations and the Committee on Freedom of Association made several recommendations and requests due to failure of reporting. As well as the Committee of Experts on the Application of Conventions and Recommendations repeatedly expressed its concern with the lack of progress in establishing in both national law and practice the basis on which the Government can fulfil its obligation under international labour standards, including the fundamental Conventions. The deteriorating conditions faced by workers is the absence of the legally guaranteed rights provided by the ILO Conventions. Without the right to freedom of association and the right to collective bargaining workers do not have the right to negotiate during and recovery from the crisis and ensure a fair share of the economic situation, good or bad. The social cost of this has been huge. As tourism recovers and the economy rebuilds, workers remain redundant or remain in vulnerable conditions at work. Those who are working, are working overtime, with excessive workloads, doing two or three jobs. Why? It is because of the absence of protection of workers and trade union rights, the absence of collective bargaining rights and the absence of any legal framework for industrial relations that leaves workers and their families exposed to this economic storm. It has been ten years since the ILO provided technical assistance to the Government of the Maldives to establish the Industrial Relations Act. The ILO proposed in 2013 a legal framework that would protect fundamental rights in accordance with international labour standards and ensure a decent, fair process with which employers and workers resolve their conflicting interests. The Industrial Relations Act would have created the foundation for the mutual respect needed to work together. We clearly needed this before, and we desperately need it now, especially as the global inflation hikes, stemming from the pandemic, shocks due to global conflicts and spilling over effects into prices on oil and related markets. As we look to rebuild a more resilient economy in the Maldives that gives a greater priority to job security, decent work, green jobs with just transition, public health, housing, and social protection, we urgently need industrial relations law that establishes and protects collective bargaining rights needed to deliver decent work to ensure a decent life for the working people and their families. This is the only way that we can weather this storm together before the winter truly arrives. We need to build back better. I thank you.

Ms Yevheniia Filipenko

Government (Ukraine)

Mr President, Mr Director-General, Excellencies, distinguished delegates, for the fourth month already, Ukraine has been resisting the barbaric attacks by the Russian armed forces, fighting for its existence and freedom, for its land and peace, for people and democracy, for decent work and sustainable livelihoods. And not only within its own borders but for the entire civilized world. Ukraine has already suffered devastating losses, tens of thousands of lives, including hundreds of children. Peaceful cities have turned into ruins. Thousands of buildings destroyed: homes, kindergartens, schools, railway stations, airports, hospitals. Millions of Ukrainians have lost their jobs, and millions have fled their homes and the country. Every day, and at this very moment, thousands of Russian bombs and missiles continue their ruthless mission, destroying the lives in a country of 40 million in the centre of Europe. Russia's ongoing aggression against Ukraine is provoking a new global economic crisis. Russia is

blocking the seaports of Ukraine through which grain is exported to world markets. The world is threatened by famine for which Russia bears full responsibility. The consequences of the Russian aggression for the entire world would be the forced migration, reduced demand for other goods and services, decreasing production, rising unemployment, to name a few. As a result of Russia's assault, at least 5 million people have lost their jobs. The unemployment rate has risen by at least 31%, and Ukraine's Government has made considerable efforts to keep the national social protection system operational. I take this opportunity to express our sincere gratitude to the ILO members who provide much needed defence, humanitarian and financial assistance to Ukraine. We greatly value the support to the Ukrainians who found refuge in European and other countries. We thank you for standing in solidarity with the Government, workers and employers of Ukraine. We are grateful to the ILO Director-General Ryder and the Governing Body for their firm position in response to the Russian aggression from the perspective of the ILO mandate. In the current situation, the priority in implementation of ILO projects in Ukraine should be practical measures aimed at overcoming the consequences of the aggression. We invite the ILO Members to contribute to the global fundraising platform United24 launched by President of Ukraine, Volodymyr Zelenskyy, to support Ukraine in the areas of defence and demining, humanitarian and medical care and reconstruction of the country. In order to bring an end to Russia's medieval savagery we call on the international community to impose the toughest possible sanctions against Russia in all aspects, including adoption of appropriate measures to urge the Russian Federation to respect its duties and responsibilities as an ILO Member, termination of any cooperation with Russia and Russian companies and relocation of the ILO Regional Office from the territory of the aggressor State. We will continue to insist on further exclusion of the Russian Federation from ILO activities and limitation of its participation in the meetings and events held by this organization. Distinguished delegates, Russia's assault on Ukraine and on international law and order must be stopped now through our joint efforts, including here at the ILO if we want to prevent an irreversible damage to multilateral cooperation and the future of the world of work. I thank you.

Mr Pierre A. Zanou

Government (Benin)

Chair, consideration of the report from the Director-General makes it possible to say that his analysis of the post-pandemic situation is an objective one. He stresses the perverse effects of the war in Ukraine, namely the energy and food crises which we have found developing in our countries. Clearly, in this context of grave concern, it destroys all prospects of emerging from the crisis for developing States. Ladies and gentlemen, this gloomy picture does not allow us to subscribe to the programme for transition to a global economy. Our government therefore has chosen structural change in our economy based on our action programme up to 2026 as an essential bulwark for its governance strategy. This programme integrates the logic of intervention, as stressed by the Director-General. The same can be said about our second country programme for promoting decent work. In this programme, which takes ideal account of post-COVID realities, we wish to work in partnership with the ILO to implement in the next few years a decent work strategy based on the three pillars and the three priorities promoting decent jobs for women and young people, social protection and promoting international standards. And, on the basis of this programme, we hope in our country that we can strategically respond and combat unemployment. We therefore hope that these efforts will enjoy constant support from

the ILO and allow us to maintain and strengthen our conformity with labour legislation. Chair, we hope that the ILO, the social conscience of mankind, will be able to help to build a constructive dialogue to help ensure that war in Ukraine comes to an end to relieve the population, their people and their socio-economic institutions. Thank you very much and long live this organization.

Mr Nilton Souza Da Silva

Alternativa Democrática Sindical de las Américas

Chairman, I would like, first of all, to greet and congratulate the Director-General of the ILO, Guy Ryder, for his work during his mandate and for the report presented at the 110th International Labour Conference. I would also like to greet and congratulate the incoming Director-General, Gilbert Houngbo. Our delegation, the Democratic Alternative of Unions of the Americas is participating and contributing in the debate and exchange at each of the commissions of the 110th International Labour Conference. And the ADS considers that the debate and tripartite agreements are positive on the important subjects that are discussed at the 110th ILC. We consider that the Director-General's report is most timely and appropriate, and it refers to the concerns with the situation with the poorest countries. ADS would like to express its deep concern and rejection of the situation where we see an increase in social exclusion, poverty, unemployment and the attacks on rights of workers and democracy. We also strongly reject and condemn the war in Ukraine and all wars. We manifest our support and solidarity to all workers of the world who are the main victims of disastrous conflicts and wars which lead to greater division amongst the peoples of all the world. Director-General, Guy Ryder, we would like to thank the ILO for the posthumous homage paid to our great leader, Julio Roberto Gómez Esguerra, for the important international career and his contribution over many years to the Governing Body and the International Labour Conferences. We wish to denounce and reject before this plenary the sectarian and antidemocratic position of the Governing Body of the ILO which inexplicably has not allowed consultative status to our organization, ADS, which is a violation of the fundamental principles of freedom of association, one of the pillars of the ILO's Constitution. We respectfully request that at the next meeting of the Governing Body the ILO will concede a consultative status to ADS. We represent more than 25 million workers and 25 national trade union centres in 15 countries in Latin America and the Caribbean. At our second continental congress in May 2022 we reaffirmed our principles and values for the defence of the rights of workers, for trade union autonomy, freedom of association, social justice and sustainable development, the environment and democracy. So we will always remain available to work with unity of action for the subjects of common interest for all trade unions and social levels throughout the world. Thank you.

Ms Christy Hoffman

UNI Global Union

President Moroni, Secretary-General Ryder, distinguished delegates and observers, I speak for UNI Global Union and our member unions in the services industries of 150 countries. This meeting comes at a very important moment for our world. We are in the midst of a perfect storm, of a new crisis landing on top of the devastation wrought by COVID, which itself had landed upon an economic model which too often denied work with dignity and social justice. Over the last two years, we

have witnessed the impacts of COVID on the poor and vulnerable populations, the essential workers who went to the front lines every day, the disparate impacts on racial minorities and women, the failures of our occupational safety and health and social protection systems and, as you have heard over and over again, the loss of millions of jobs. Alongside the pain and suffering, we also saw shocking increases in inequality both within countries and between them and the transformation at work, whether to enable Zoom calls and remote working or to create surveillance systems and algorithmic management which aims to transform the human body into a robot. So emerging from this crisis, we vowed to repair these inequalities and the unfairness driven by a world in which workers' rights are too often not respected. We emerged even more committed to harness technology to create a world of shared prosperity. We did not plan on a war against Ukraine which has had devastating consequences for so many and put the brakes on our global economy or inflation which has given a wage cut to so many of the world's workers. This situation places even more responsibility on the ILO and the ILC to step up and find solutions. The long overdue inclusion of occupational safety and health within the 1998 Declaration on Fundamental Principles and Rights at Work is something to applaud. But there is a long additional list of demands: good green jobs for everyone with social protection and healthcare for all. We must close the gender gap and create a path to formality for the 2 billion informal workers, including those in the gig economy. We must have work with dignity, no matter where our work falls within the value chain. And here due diligence is essential. And as for technology, we insist that unions are at the table to negotiate the impacts of the digital transformation in order to secure a just transition for all workers. The abundant opportunities and economic gains enabled by technology should be fairly shared, not hoarded at the top or by a few companies. As Secretary-General Ryder pointed out in his opening speech, let us close the ever-growing development gap between the LDCs and the rest and leave no one behind. There are so many threats to democracy across the world which we must face with determination. And I explicitly call out Myanmar and the Occupied Territories for attention, although there are certainly too many more to mention them all. To conclude, we will be especially challenged by the crises in the year ahead, and let us be thankful that we can come together at the ILO where we must now be even more determined to find joint solutions, grounded in a joint commitment to social justice, the only foundation upon which we can build social cohesion and a lasting peace. Thank you.

Mr Arezki Mezhoud

Organization of African Trade Union Unity

Chair, Vice-Chairs, Director-General, distinguished delegates, first of all congratulations to those who have been elected to the bureau, and I wish you every success in running this Conference. I also take this opportunity to congratulate and greet Mr Guy Ryder, the Director-General, for the work which he has carried out during his two terms of office. And I would also congratulate the incoming Director-General, Mr Gilbert Houngbo, and we wish him every success in his mission as well. The Director-General did clearly indicate in his report, the last one of his two terms of office, that the world was conflicted by a violent health crisis which upset the global economy, leading to the loss of millions of jobs and consequences for those who lost them. Add to that an armed conflict between Russia and Ukraine which will certainly have disastrous socio-economic effects on the global economy, a situation which is of grave concern. And there is no promise of better things to come if rapid decisions are not

taken. The effects are starting to be particularly felt by workers whose purchasing power is severely affected. These new developments are of concern and there is a lot of uncertainty for the future of the workers. We will be living in more inequality and more poverty, with all that that entails. Thus we need to build effective, sustainable solutions to build capacity in countries, especially the least developed countries as the report says. We also need to build the capacity of social partners, particularly the unions which have a major role to play through the social dialogue mechanism to ensure recovery. Despite the global nature of this situation, some parts of the world, like Africa, will suffer even more from the impact. We also need to note that the African continent is facing security and climate threats, particularly in the regions of conflict, tension and those affected by drought and climate change. The ILO, through its mechanisms, must help African countries to develop strategies and programmes for recovery and economic development based on the principle of social justice. The ILO must also help to ensure respect for international labour standards, particularly those relating to fundamental rights at work: basically union rights, negotiation, collective bargaining and protection for workers' representatives. Over the last few years we have seen a dangerous step backwards for the maintenance of union freedom in some African countries. Just look at the case of Sudan where the oldest union organization has been dissolved in flagrant violation of laws and international conventions. We wish to see its rehabilitation as soon as possible. I would also like to express our full support to workers in Palestine and the occupied Golan to protect their rights and protect them against oppression and the denial of their rights. Every success to the work of this session. Thank you.

Mr Stephen Cotton

International Transport Workers' Federation

I am Steve Cotton. I am the General Secretary of the International Transport Workers and the Chair of the Global Council of Unions. So, on behalf of our 20 million workers, I am really sorry that we are not going to be able to join you. A massive thank you to the ILO team for pulling this ILC together in extremely difficult terms. There are a number of points that we want to talk about this year. I think it is the year we hoped we would all be coming out of COVID, and then we have the terrible situation in Ukraine. And we all understand the impact that is having on transport workers, but all workers, and for the ITF I want to restate our position and call for peace and a ceasefire. But a lot has happened since the impact of COVID on our ability to talk about things, the inequality of the roll-out of vaccines to respond to COVID. These are fundamental issues that still need to be addressed, and we believe the tripartite body in the ILO can help us. I think there is a big issue, and I think COVID again brought it home, occupational health and safety. It is fundamental. And Convention 155, it is critical that we get this fundamental right. It is vital that workers, whichever worker, can be safe in their workplace. And we have to renew our principles, and the ITF is very much determined to do that. Additionally, we have seen that we are transitioning from the great leadership of Guy Ryder. I am proud to consider him a fantastic colleague, a true international statesperson, who has done his best to bridge the gap between unions, employers and governments. Guy, a massive thank you for all that you have done for working people and especially building a great relationship for our transport workers. The next key point is we have been fighting again with our friends the shipowners from the ICS about how do we roll out the improvements of the Maritime Labour Convention? It is critical that that tripartite model continues to deliver support and protection for the world's seafarers. We had massive challenges through the

COVID pandemic, but we showed, in partnership with your secretariat and in partnership with the ICS and with a little bit of help of our friends at the IMO, that we could really make this enforceable. And we look forward to implementing the new improvements. I think there is a key issue that we took from the pandemic, and that is the ability to work in partnership. And collaboration, whether it is with the World Health Organization or whether it is with the ICS or many other employers' groups, it is critical. And even to our colleagues at the IOE, we send out a message that says surely we can do better in cooperation. As we saw, the global supply chain is critical throughout the world. We have seen it through the pandemic, and it has not changed. It is absolutely vital. And to the incoming Secretary-General, welcome. We can promise, as always, full cooperation from the international transport workers. And we want to take the values of tripartism and collaboration onto another level to ensure that your general secretaryship can continue to transition from Guy's tremendous high standards and we continue to ensure that the ILO system is strong and powerful. But there are three big things that we want to see coming out this year. The issue of young workers and apprenticeships is critical. The ITF is working with all of our other global union federations. The issue of how do we ensure the global supply chain has strong outcomes from the ongoing working group? And of course, finally, the gig economy and the work that the ILO is doing. We should remember that Guy, in his Centenary statement, set us a pathway of what needs to be done next. And us in the ITF, and in the other global union federations, and with our colleagues at ITUC, which is also going through a leadership transition, will do everything in our power to deliver for workers. Have a fantastic conference and thank you very much.

Mr Luca Visentini

European Trade Union Confederation

Esteemed Director-General, members of the plenary, let me first, on behalf of the 45 million workers represented by the European Trade Union Confederation salute and warmly thank Guy Ryder for his contribution over these years to developing and strengthening the role of the ILO. He has been part of the great history of this institution and will be warmly remembered. And I would like to welcome the new Director-General, Gilbert Houngbo. He can be sure he will have the full support and collaboration of the whole European trade union movement. We are going through very difficult times, moving from a crisis to the other. And in the moment when we were getting out of the pandemic and started rebuilding our economies and societies, a horrible war has come back to Europe after many decades of peace. Fighting for peace and democracy, supporting Ukraine and its population, welcoming refugees and protecting them from discrimination and exploitation, being prepared to welcome Ukraine into the European Union and reconstruct the country and be vigilant on the respect of human, workers and trade union rights. This is imperative for all of us now, and we have also to put this as the core priority for the ILO in the future. We fully support the sanctions and any efforts in the direction of peace. But at the same time we cannot ignore the very negative consequences of this war on working people in Europe and all over the world. The rise of energy prices, the inflation spiral, the food crisis, the disruption of supply chains are leading millions of people into poverty. We ask the ILO, together with governments and all international institutions and communities, to intervene immediately with extraordinary support measures to protect jobs, people's income, housing, education and health and to fight against poverty. Such measures, together with the massive public investment that is needed to rebuild our economies, will increase unavoidably even further countries' public debt

everywhere in the world. It is really high time to address the problem of debt with a realistic approach based on solidarity and not on austerity and neoliberal ideology. This requires rethinking the governance and the rules of the global economy, to move to a more sustainable, inclusive and just growth model. A new model that has to be based on public and private investment for quality job creation and to stop precariousness, irregular labour and exploitation. A new model based on a just transition to save the planet and give everybody a fair opportunity. A new model based on binding rules for corporates and fair taxation systems. A model that guarantees to workers a fair share of the economy and growth, with decent wages and working conditions, through strong social dialogue and collective bargaining in each and every country of the world. In this respect, I want to salute the important agreement delivered last night on the European Union directive for decent minimum wages and stronger collective bargaining. This is a fundamental result to make progress for social justice and an economy at the service of people. We expect this European Union directive to be followed by more legislative instruments on mandatory due diligence for corporates, on protection of platform workers and the self-employed, on occupational health and safety, on gender equality at work. And we expect the ILO to take over from there, to transform these pieces of European legislation into more advanced standards at the global level, as well as to continue the necessary efforts for enforcement and implementation, calling all governments and social partners to their full responsibility. This is for us the fundamental path towards a new social contract. It is time to move forward from the commitments of the Centenary Declaration to concrete actions. Our social models have been broken. A new social contract is desperately needed to deliver social justice and fairer societies together with a more inclusive and sustainable economy. Universal rights and social protection systems are necessary now more than ever, and this institution, the ILO, is a fundamental actor within a renewed multilateral context in order to achieve them. Thank you very much.

Mr Soodesh Satkam Callichurn

Government (Mauritius)

Mr President, Excellencies, distinguished delegates, Allow me, from the very outset, to express my sincere gratitude to the outgoing Director-General, Mr Guy Ryder, who has been instrumental in the promotion of the Decent Work Agenda and, on reflection, on the challenges underpinning the future of work. I would also like to warmly congratulate Mr Gilbert Houngbo of Togo on his election as the new Director-General of the ILO. It is with pride that Mauritius acknowledges the election of an African at the helm of the Organization. Mr President, in relation to the items placed on the agenda of the Conference, I would like to start by welcoming the proposal of the ILO to start discussions with a view to coming up with a legal instrument regarding quality apprenticeships, rights at work and health insurance. I wish also to express my appreciation for the laudable initiative of the inclusion of safe and healthy working conditions in the ILO's framework of fundamental principles and rights at work. Regarding the reinforcement of labour standards, Mauritius has, during the 41st Session of the Human Rights Council held in 2019 in Geneva, co-sponsored the resolution presented by Canada on accelerating efforts to eliminate all forms of violence against women and girls. I am proud to state that Mauritius has, in July 2021, ratified Violence and Harassment Convention No. 190, 2019. The numerous benefits derived from the ratification of the Convention, such as more protection for women at work and less gender-based disparity, has led more countries to follow suit. Mr President, COVID-19 has impacted the livelihood of workers worldwide, especially

those who live in least developed countries. Whilst some economists had predicted a return to normal following two years of economic contraction due to the COVID-19 pandemic, the conflict between Ukraine and Russia has now further worsened the situation, leading to dramatic consequences such as the erosion of purchasing power of the working class and workers worldwide being engulfed in the poverty trap. If the situation persists, unemployment across the world will know unprecedented heights leading to a social crisis in many countries. Mr President, Mauritius makes a solemn call for the world organizations to work hand in hand for an immediate solution to the problem the world is facing right now. We sincerely hope and pray for a ceasefire at the earliest between Ukraine and Russia. I thank you for your attention, Mr President.

Mr Andres Roman

Organization of Mutual Entities of the Americas

Director-General, Chair, delegates and observers, the Organization of Mutual Entities of the Americas is here to represent the mutualism movement here at the Conference. And we would like to thank the Director-General for his informative report on the themes that will be at the head of the agenda of this 110th ILC, and in particular the social and solidarity economy which has a direct connection to the mutual system and shows the essential role played during the various global crises, the recent pandemic and its relevance to resilient policy for the recovery and reconstruction of communities. The mutual movement is essential, and in its origins is therefore the provision of services to community with solidarity and adhering to the principles of keeping humans at the centre of our policy. All indicators of exclusion, poverty and marginalization have been made more acute with the pandemic, and the greatest damage has been to the labour market. That is why now, more than ever, all actors must redouble our efforts to fight against this situation. As has been said before, the functional structures of mutual entities bring together thousands of workers, the real players in the fight against poverty, against exclusion, discrimination and all forms of violations of human rights. So we can undoubtedly maintain that mutualism is an important element of social justice, and given the varied services that we offer to the millions of families associated, this ensures a dignified, productive and sustainable life. So we share in the vision of the ILO in that the promotion of decent work and sustainable development needs the implementation of new forms of cooperation between governments, employers, workers and communities. The integration of states with civil society will allow for the creation of public and private policy which has a strong social accent to guarantee the security of income and access to essential services for all, in particular for vulnerable groups. In that way, protecting people throughout their lifecycle. In the face of the current challenges, mutual entities must now, more than ever, ensure that we preserve the foundation of their formation and democratic character so that we have a national and international legitimate role in social protection throughout the world. And this project is taking place within the system itself with the aim of making it universal through the global union of mutual entities, with America, Europe, Africa and the Middle East represented. In this way, we will be able to create important synergies and benefits which will help us with human development and society which is in full harmony with the main themes of the ILO. So we participate here on behalf of mutual entities of the Americas, driving the consolidation of the principles that are set out within this Conference. Thank you.

Mr Claudio Moroni

President (Argentina)

Thank you. Now Mr Albert Yuson unfortunately will not be able to participate today, for technical reasons. Tomorrow we will announce the time he will be able to intervene. Now, delegates, I would like to thank everyone for your statements, and we have finished the fifth plenary meeting and we will continue tomorrow. Thank you.

▶ Wednesday, 8 June 2022

Ms Paola del Carmen Egúsquiza Granda

Worker Vice-President (Peru)

Kindly take your seats. Distinguished delegates, ladies and gentlemen, kindly take your seats and we will begin this morning's meeting. Distinguished delegates, ladies and gentlemen, welcome to this sixth plenary session of the 110th International Labour Conference. And this morning, we will take up the discussion of the reports of the Chairperson of the Governing Body and the Director-General, and we will be following the speakers list that has been published in today's daily journal. I would like to remind speakers speaking over Zoom of the importance of using an adequate microphone and speaking with no background noise. Using inadequate equipment or speaking from a very noisy background makes the work of our interpreters unnecessarily difficult. To ensure the quality of interpretation, I would invite you to kindly bear this in mind when speaking. Given the long speakers list we have today, I would invite us to begin our work without further ado. Distinguished delegates, ladies and gentlemen, I would invite the first speaker, Mr Bugeja, to come up to take the floor, and I would also like to ask Minister Bello to get ready to speak next. Please, you have the floor.

Mr Joseph Bugeja

Worker (Malta)

Thank you Chair, Vice-Chairs, Director-General and distinguished delegates. In a post-pandemic recovery period, we should be talking about recovery, decent work and social justice. Instead, every day we talk and witness the horrific attacks of Russia on Ukraine. These attacks are carried out with complete disregard to all notions of democracy, sovereignty, international laws and human rights treaties. On behalf of all Maltese workers, I condemn these unprovoked, unjustified and illegal attacks, and I stand in solidarity with the Government, workers and employers of Ukraine. Apart from the death of innocent people, these harrowing events are creating a shock to the global economy, increasing hunger and instability and further complicating the pandemic recovery. The fallout from the pandemic, and now the invasion of Ukraine, has worsened pre-existing decent work deficits, increased poverty, worsened labour conditions, widened inequalities and exposed digital gaps around the world while putting additional pressure on social protection systems. The ILO's leading role in promoting the social and solidarity economy stems from its constitutional mandate. Apart from the Centenary Declaration, in 2021 the ILO called for a human-centred agenda and recognized the role of the social and solidarity enterprises for a recovery with decent work opportunities for all. The world needs innovative solutions to reverse

the deterioration of workers' rights, improve employment opportunities and working conditions, the organization of work and production and the governance of work. Social and solidarity enterprises can be part of the solution as they endorse inclusiveness, human dignity, environmental sustainability and decent work in their economic activities over the legitimate quest for profit. They are the economy of the people and can help transform our societies to be fairer and more inclusive. I have no doubt that the social and solidarity enterprises can also become an essential part of the toolkit for achieving the 2030 Agenda for the United Nations Sustainable Development Goals. Malta's social and solidarity economy is evolving at a very fast pace. We have strong and established cooperatives, non-government organizations and voluntary organizations. There are over 1,800 voluntary organizations employing thousands of employees. It is estimated that around 40 cooperatives in 15 different sectors, including pharmaceuticals, transport, agriculture and fisheries, generate no less than €120 million a year. In recent years, public authorities and various non-government organizations have signed multiple agreements for the delivery of specialized services in our society. This year the Government enacted the Social Enterprise Bill. This legal framework intends to facilitate further development of sustainable social enterprises to address some of our society needs while contributing to the economic growth. Malta also signed the Toledo Declaration on social enterprises. The declaration is a recognition and a commitment to support ecosystems favourable to social and solidary enterprises and ensure the necessary financial support is in place to make it viable and sustainable. The power of SSE lies in its ability to bring a human focus to its economic activity, empowering people to work efficiently to create a lasting value for themselves, their organization and society at large. Finally, on behalf of Maltese workers, I would like to express my appreciation to Mr Guy Ryder for his leadership and for his commitment to workers' rights, tripartism and social dialogue. I also wish to dedicate my speech to my mentor, friend and ex Secretary-General, who died last week. Mr Zarb will be remembered for his dedication and commitment for workers' rights, the workers' union and Malta. I thank you all.

Mr Silvestre III Bello

Government (Philippines)

Mr President, Minister Claudio Moroni, on behalf of the Philippine Government, I would like to congratulate you for your successful leadership of this Conference. I also wish to commend Director-General Guy Ryder for his excellent stewardship of the ILO, with focus on the shared aim of realizing the 2030 Agenda for Sustainable Development, ensuring that no one will be left behind and reach the furthest behind first. During this challenging time, the importance of solidarity and responsibility cannot be overemphasized. The world has witnessed striking labour market shifts, which is likely to subsist at an unprecedented pace due to COVID-19, climate change and even digitalization. We stand ready to support the objectives of the report and reiterate our commitment for relevant policy instruments, including the Doha Programme of Action, the Centenary Declaration for the Future of Work, and the Global Call to Action for a human-centred recovery from the COVID-19 crisis. Like the least developed countries, such as the Philippines, we did not escape the ill effects of the pandemic. Hence, we implemented various policies to cushion the shocks, protect the workers and also the employers from the setbacks, and ultimately thrive and recover from the aftermath of the crisis. Mr President, social protection has been a key development strategy to ensure inclusive recovery in the labour and employment sector. Aside from accelerating our efforts toward institutionalizing a social protection

floor, we also developed responsive occupational safety and health policies to protect our workers at work during this crucial time. We firmly believe that a safe and healthy workforce plays a significant role in global recovery. We have launched the tripartite-supported National Employment Recovery Strategy, NERS for short, which serves as the country's master plan for labour market recovery through job and livelihood generation, reskilling of workers and provision of support to existing and emerging businesses using a whole-of-society approach. We thank the ILO's continuing technical assistance and hope to receive the same support to fulfil our commitment to the international community and our obligation to guarantee decent work for all. In closing, Mr President, allow me to inform this Conference of the Philippine ratification of the 1986 Amendment to the ILO Constitution. This is a step closer to its entry into force towards democratization in the Organization with the end in view of realizing our shared vision of leaving no one behind in the world of work. Thank you very much. Maraming salamat at mabuhay.

Ms Shusmita Anis

Employer (Bangladesh)

Mr Chairman, at the outset, may I take the opportunity to congratulate you on being elected as the distinguished Chair. I also congratulate the Vice-Chairs for being elected to their respective positions. My most sincere compliments to the Director-General for publishing a comprehensive and detailed report titled 'The least developed countries: Crisis, structural transformation and the future of work'. The report illustrates how the pandemic has made the Centenary Declaration more relevant than ever and its implementation more urgent. It also elaborates on how the ILO programme, with its eight policy outcomes and three enabling outcomes was the right vehicle to implement the Declaration in 2020-21 and will continue to be such in 2022-23. My deepest appreciation goes to everyone involved in coming up with a comprehensive report on the ILO programme implementation also during 2020-21. The objective of the report is to give a detailed insight on the impact of ILO work on people's lives and on the realization of the ILO's social justice mandate throughout the 2020-21 biennium. The report summarizes two years of ILO action and performance, highlighting the responses of the Organization to address the unprecedented world of work crisis generated by COVID-19 and the challenges which have confronted governments, employers and workers. The DG's report rightly captured the priority areas for the least developed countries and developing countries with their right focus on capacity-building. The report also elaborately covered the challenges of attainment of SDGs and how important it is for overall sustainability and decent work. It is evident that the ILO did not lose their focus on the group that was most affected by the pandemic: employers as well as workers in micro and small enterprises and in the informal economy, youth, women, migrant workers and refugees, people living with disabilities and others suffering discrimination in the world of work. And the report discusses the Call to Action and human-centred recovery while simultaneously elaborating on the ILO's role. Human rights due diligence standards need to be upheld across the globe. Social dialogue also needs to continue so that win-win solutions for all parties could be ensured. The fallout of COVID-19, followed by the Ukraine war will continue to impact upon growth and recovery in the years ahead. The report advocates a human-centric approach which not only is essential but also a dependable option available to us to ensure quick recovery. Last, I would like to thank the ILO for their impressive work during the last two years despite the pandemic. This report also shows how the ILO wants to keep the world on track towards achieving SDGs 1 and 8.

Their success will be the world's success, as leaving someone behind will not mean much progress. The Bangladesh Government is working hard to pursue the twin goals of SDGs and LDC graduation. There has been a challenge of pandemic, but Bangladesh is slowly overcoming the challenges. I believe that the ILO's work and reports can be very useful for us. Together, we can be better off. Once again, I thank them for their role and look forward to the united world overcoming the pandemic-induced challenges. Thank you.

Mr Khalil Khoori

Government (United Arab Emirates)

Distinguished Chair, Mr Guy Ryder, Your Excellencies, ladies and gentlemen, may peace be upon you. First of all, my congratulations to the Chair and Vice-Chairs on their election. I wish you all every success as you steer the work of this Conference. I echo what was said by the Director-General. The major challenges facing the world over the last few years, COVID-19, climate change and political problems, have put the world, and in particular LDCs, under an enormous amount of pressure which is just getting worse. We need to find the path towards economic recovery for the whole world. Today we need action to help the LDCs to achieve the SDGs, both nationally and globally. We are thus quite certain that we need to provide support for the countries which are most at risk from these crises. This is one of our priorities. We have provided $10 million to help the LDCs to recover following the pandemic, and we have also provided logistic support to WHO and other humanitarian organizations to facilitate the delivery of vaccines and humanitarian aid. The United Arab Emirates have become an attractive global crossroads for those with high qualifications and those who seek a better future. They help not just to improve our economy but to improve the lives for their families at home. The Emirates in 2020-2021 alone had more than $44 billion of remittances from migrants towards their economies. We continued our action to improve our legislative framework to ensure further innovation and better rights for our workers. We are working to develop a true future-oriented economy involving young people and women. In the light of current changes in the world, we can reaffirm that we provide support to the LDCs for structural change, and that is a true investment which we must not miss out on. This has to be done throughout the world, and we need to ensure the creation of partnerships which make it possible to introduce strategies to redistribute the earnings from production. I would also like to reaffirm the core nature of the goals contained in the Doha action plan, and I would also like to call for more effort on the part of the international community to tackle the constraints which prevent LDCs from fully achieving their potential. The Director-General in his report also warned against the consequences of climate change, which may have a disastrous effect on jobs. To conclude, I would merely like to extend my great thanks to the Director-General and his team and to all those who have helped to carry out this Conference.

Mr Ram Chandra Sanghai

Employer (Nepal)

Honourable Chair, distinguished delegates, ladies and gentlemen. First of all I would like to extend my warm greeting to all of you. I am indeed very much pleased to have this opportunity to address this plenary session of the International Labour Conference. This is an important opportunity for sharing our experiences and

challenges that we have been facing. Following the COVID-19 pandemic across the globe, multi-dimensional challenges have surfaced and hindering the process of socio-economic development. All these are clearly mentioned in the DG's report. The global report prepared by the Director-General of the ILO has pointed out various challenges such as labour market situation, structural transformation and problems faced by LDCs working with SDGs. We thank the Director-General for preparing such a comprehensive report. We all are interdependent in this globalized economy. Disturbances and instability that emerge in any part of the world affect us all. We are very serious about the shortage in the supply of food, energy and other essential goods. It is our strong belief that stability, peace and mutual cooperation can only help to overcome these challenges. We urge the global community to work together for shared benefits. The spread of pandemic has significantly slowed down after vaccination but it is still not terminated. We should be careful and remain alert to respond to the possible variations of this pandemic. Our working methods and conditions have been ever-changing. Now we need to make necessary arrangements to adopt the changing environment. It has become urgent and necessary to invest in proper healthcare, infrastructure, social security and workplace adjustment. Honourable Chair, we in Nepal are striving for economic recovery which has been damaged by the COVID pandemic. At present, the Nepalese economy is not performing well. Major macroeconomic sectors are facing problems. A high trade deficit, negative balance of payment, low investment and liquidity crunch are forcing us to take necessary measures. Furthermore, all these recent situations will have an adverse impact on business activities. Now the labour market is moving toward a new dimension, it requires a new type of skilled workforce, changes in working conditions and workforce adjustment. All this is due to increased use of IT and digitalization of work. Despite all the challenges and difficult situation, our entire activities are directed towards gearing up the economic growth. We have given priorities on SMEs promotion, social protection, improving working conditions, ending violence and harassment at the workplace, and strengthening social dialogue at all levels. We have been working on policy reformation and working closely with the Government attaining the Sustainable Development Goals. We appreciate the ILO for the role it has been playing and hope that it will come forward with appropriate programme and strategies and help its constituents to deal with these issues. As we know, the ILO Director-General, Mr Guy Ryder, is completing his tenure. We take this opportunity to accord our appreciation and extend a vote of thanks for the effort in enhancing the role of the ILO and extending activities and cooperation. Finally, I wish great success for the Conference. Thank you.

Mr Francisco Torrealba

Government (Venezuela (Bolivarian Republic of))

Thank you, President, and allow me to congratulate you upon your election, on the way in which you are steering this international conference. My government welcomes and appreciates the Director-General's report, and we hope to contribute to successful deliberations at this Conference and in committees. We pay particular importance to the standard-setting committee on apprenticeships because in the Bolivarian Republic of Venezuela we promote collective, comprehensive and ongoing training and self-educational programmes for workers and the general population focussing on policies of empowerment through the recognition and certification of experiences and lifelong learning. The recurrent discussion on employment is clearly a key focus of our economic recovery programmes, particularly focussing on the most

vulnerable. And we pay specific attention to the youth, to women and persons with disabilities. We also pay considerable importance to the work of the Committee on decent work and social and solidarity economy because Venezuela has been promoting legal reforms, policies and programmes to guarantee decent work for its workers, promoting economic inclusion through human-centred and solidarity-based systems. With regard to the current situation and the COVID-19 pandemic, we regret the global inequities in distribution and accessibility of vaccines. The imbalance is quite clear and is exacerbated by the challenges that many countries face because of embargos, unilateral coercive measures and invasions and other types of aggression. Venezuela continues to pursue its strategy to combat the pandemic, focused on people and on health. We continue to move forward with our rolling out of the vaccination campaign. We have reached 85% coverage thanks to the support that we have received from countries that have refused to bow to the pressure imposed by unilateral coercive measures. We reiterate that imposing unilateral coercive measures, trade wars, sanctions or forms of sabotage of national economies designed to overthrow or undermine sovereign governments is an extremely damaging policy for the future of work. We condemn this type of measure which is inconsistent with international law and with diplomatic processes and undermines the sovereignty of nations. It has devastating, negative impacts on human rights, social security, the right to health, the right to development and indeed the right to life of our people. Through these attacks against our country, and in a very complex international context, our President, Nicolás Maduro Moros, continues to proceed with structural transformation, relaunching a diversified, fair, inclusive and sustainable economy, promoting social and national dialogue in all sectors. In the labour field, we move forward with a broad and inclusive social dialogue with employers' and workers' organizations, and indeed the recent social dialogue forum here in Caracas thanks to the technical assistance provided by the ILO. We are convinced that this dialogue will help us to move forward to find solutions for all stakeholders in the Venezuelan economy through a climate of respect and full respect for our national law. Finally, we wish to thank Mr Guy Ryder for his support for Venezuela throughout his term of office, and we wish him every success. And we would like to wish every success to the new Director-General, Mr Gilbert Houngbo. Thank you all.

Mr Mikhail Shmakov

Worker (Russian Federation)

Dear colleagues, the Director-General's report rightly points out that conflicts in various parts of the world turn into suffering and hardship, and they are evidence of the unbreakable link between peace and social justice. The events in Ukraine, driven by the West, have already caused suffering to millions of people. And at the same time, the world is gradually creeping into a global systemic crisis, whether that be humanitarian, food, energy or financial. The reference in Recommendation No. 205 back in 2017 on jobs and decent work for peace calls upon us to strengthen international cooperation, to provide predictable, sustainable and adequate humanitarian aid. . [vgr INTERRUPTION 1:17] Thank you. A huge amount of refugees today, victims of conflict, are received by poor and developed countries, including Russia. A perfect storm in the global economy and policy has already thrown billions of people in various parts of the world to the brink. The FAO has told us that, as compared with last year, food prices have grown by 34%, at unprecedented levels. Because of breakdowns in supplies of fertilizer, it is forecast that there will be a reduction in harvest yield of up to 50%. UNCTAD has noted the historic interlinkage

between price increases for food and social upheaval. By the end of this year, we may well be up against a global famine. The main reason could be the growth in wheat prices on the global market and difficulties in supplying food as a result of the erroneous economic and financial policy of the western countries and also as a result of their illegal sanctions against Russia. The lack of food causes most suffering to Africa, mainly in South Sahara. According to the FAO, 257 million people are starving. Russia is one of the main suppliers of grain: 16% of global wheat exports. Russian wheat is needed for more than 50 States with no less than a third of their needs coming from our country. Recently, Secretary-General Guterres said that the global community cannot solve the problem of the food crisis without Russian wheat and also without Russian and Belarussian fertilizers and proposed that these products be returned to the subject of full unlimited access. Reducing tension in these markets would help to boost supplies of Russian fertilizers and food products. Of course, this will require the removal of sanctions. However, this is prevented by the USA and other NATO countries who have provoked and whipped up the conflict, including to the detriment of their own economic interests, and also condemning hundreds of millions of people to hunger. Only by cooperation and constructive negotiations can we get through this global crisis. Sanctions and military pressure will not make it possible to feed millions of hungry people in the LDCs or even the poorer sectors of the population in the so-called Golden Billion countries. Within the ILO, it is stressed that in order to implement measures to react to the crisis, main stress must be placed on employment, decent work and viable enterprise, and these measures should be based on international labour standards. The essential need to further consult and develop constructive policies was clearly noted in the Centenary Declaration and was the logical basis for the global forum on a human-centred recovery in February. We are ready to take the most active part in all constructive undertakings by the ILO to overcome the global crisis in all its dimensions and also to overcome the crisis within the ILO itself. Thank you very much.

Mr Samheng Ith

Government (Cambodia)

Excellencies, Excellency Mr President of the 110th Session of the ILC, Excellency Mr Guy Ryder, Director-General of the ILO, Excellencies, ladies and gentlemen. It is my great honour and pleasure to attend this 110th Session of the International Labour Conference today. I would also like to take this opportunity to congratulate His Excellency Mr Gilbert Houngbo on his election as the incoming Director-General of the ILO who will take office in October this year. In the meantime, in the name of the Royal Government of Cambodia and on my own behalf, I would like to extend my heartfelt gratitude and highly appreciate the ILO's achievements, significantly contributing to the socio-economic development of Cambodia as well as other Member States via introducing various programmes aiming at promoting social justice and decent work for all. The consecutive global outbreaks of the COVID-19 pandemic since 2019 have been adversely impacting on socio-economic development all over the globe, including the loss of millions of lives, jobs and incomes. The Royal Government of Cambodia has consecutively launched and successfully implemented its ten rounds of relief measures to prevent the spread of COVID-19, focusing on four main angles. First, combatting against the COVID-19 pandemic. Second, maintaining the balance of the people. Third, persevering to support businesses to survive and maintain jobs. And fourth, maintaining security, social order and social stability. The Royal Government has also implemented mitigation measures for employers and workers such as

allowing the severely affected enterprises to suspend employment contracts in which the workers of the enterprises receive cash support and soft skills training. Meanwhile, the employers are also exempted from their obligation to pay social security contributions and receive vaccinations for their workers in the enterprise. Promotion of working conditions and occupational safety and health, protection of freedom of association, maintaining harmonious industrial relations and provision of social protection to workers in the country as well as provision of special protection of Cambodian migrant workers in line with the Royal Government's policies, national laws and regulations in place and international labour conventions ratified by Cambodia. On behalf of the Royal Government, I would like to endorse the recommendations outlined in the report of the ILO Director-General on 'The least developed countries: Crisis, structural transformation and the future of work' and the contents of the draft report on 'Decent work and the social and solidarity economy' as well as a Global Call to Action for a human-centred recovery from the COVID-19 crisis that is inclusive, sustainable and resilient which will be a major contribution to achieving common goals in the United Nations 2030 Agenda for Sustainable Development and the historical mandate of the ILO in achieving social justice and decent work for all. For Cambodia, the ILO is a pivotal development partner through continued implementation of various programmes, including the ILO's Better Factories Cambodia, which plays a significant role to promote working conditions and development of garment, textile and footwear sectors in Cambodia. Furthermore, Cambodia has also been implementing the Decent Work Country Programme for five phases since 2005. The fifth phase, 2019-2023, was established at the time of the 50-year anniversary of Cambodia's membership to the ILO. To conclude, Cambodia firmly believes that through the ILO's fundamental principle centred on tripartite mechanism and social dialogue, we will be able to address our challenges and achieve the mission of the ILO in order to promote productive decent work for all. Thank you, His Excellency, Mr President.

Mr Ngoc Dung Dao

Government (Viet Nam)

Dear Ministers, heads of delegations, ladies and gentlemen. On behalf of the Government delegation of the Socialist Republic, I wish to address Mr Director-General. Ladies and gentlemen, Viet Nam highly appreciates and supports decent work and the social and solidarity economy as well as its actions towards decent work and sustainable development, making an important contribution to the world's continued progress towards the goals of the 2030 Agenda and pursuit of the ILO's mission of promoting social justice, equity and decent work for all. The role of the social and solidarity economy has been reaffirmed during the COVID-19 pandemic, and in Viet Nam measures to prevent and fight against COVID-19 and social protection policies have mobilized the participation of the whole of our society and promoted the traditions of solidarity that we have seen. COVID-19 thus has been controlled and the economy has recovered quickly. In the first quarter of 2022, Viet Nam's GDP increased by 5.03%. The labour market has recovered. The unemployment rate of the working age workers was 2.46%. In the most organized segment of the social and solidarity economy, Vietnamese cooperatives play a significant role. There are more than 27,000 cooperatives, 120,000 cooperative groups and 100 cooperative associations attracting 33% of the total number of households in rural areas. The cooperative economy has made important contributions to economic growth, economic restructuring, especially agriculture, ensuring food security, adaptation to climate change and green development. Ladies and gentlemen, Viet Nam has always been consistent with the

viewpoint of comprehensive, inclusive and sustainable development for the people. People are placed at the very centre of our development process regardless of gender, age, ethnicity, belief, religion, class or other factor. Viet Nam welcomes the ILO in adopting tools to promote safe and healthy working conditions and in the ILO's framework of fundamental principles at work through an amendment to the ILO Declaration on Fundamental Principles and Rights at Work, 1998. Viet Nam is committed to working with all ILO Member States to address the challenges of the future of work, while expecting ILO's continuous support to Viet Nam to ensure decent work for all amid this changing world of work. President, ladies and gentlemen, today I am delighted to share with the Conference the Prime Minister of Viet Nam has adopted implementation plans on promoting the implementation of Convention No. 98 and Convention No. 105. Viet Nam is currently making efforts to take steps to promote studies towards the ratification of Convention 87. Besides, the Government and social partners of Viet Nam are in the process of discussing amendments on the law of employment, law of trade unions, law on cooperatives and continue to develop decrees guiding implementation of Labour Code 2019 and implementing activities to promote international labour standards in Viet Nam. I would like to take this opportunity to express my sincere gratitude to the ILO's timely and effective support and expect the reforms which have already been underway at the ILO will bring good results for governments and social partners. To conclude, I wish everyone every success at this Conference. Thank you very much indeed.

Ms Rionda Godet

Employer (Bahamas)

Vice Presidents, Directors, Excellencies, the Bahamas Chamber of Commerce and Employers Confederation, on behalf of employers, and indeed, the entire Commonwealth of The Bahamas at large, commends the work of this house. When last I appeared before this august body in 2019, I had the privilege of proclaiming that The Bahamas was the first in the western world to sign the Protocol on decent work. I am happy to share with you today that we are the first once again to present and implement a second-generation Decent Work Country Report. This was no mean achievement. You see, The Bahamas in late 2019 battled Hurricane Dorian, the worst ever hurricane in our entire history which devastated the lives, prospects and possessions of multiple thousands on the islands of Grand Bahama and Abaco. And just as we were coming to grips with this, in early 2021 the coronavirus swept in almost like a flood and seemingly came to finish up that which was started by Hurricane Dorian. And now, nationwide, we were besought with devastating challenges arising from loss of lives and livelihood due to the pandemic. This national crisis called for major re-shifting of resources and brainstorming of our brightest minds in reshaping national and economic policies and strategies on all aspects of labour and social re-engineering given the devastation suffered. In pursuit of literally rebuilding our nation and strengthening the resolve of a bruised people, the necessity of unity compelled all social partners to come together in the spirit of consultation and cooperation. We had no other choice. Additionally, in the midst of lockdowns, curfews and restricted movement, the Bahamas Chamber of Commerce and Employers Confederation fully supported the initiative undertaken by the National Tripartite Council that what could not be accomplished in person would be accomplished online. Under the theme Resilience: The Key to Restoration and Recovery, our second-generation Decent Work Country Report, with the help of the ILO Office of Latin America and The Caribbean, was effected online and came into history in December 2021. I am happy to report that

in line with this, we have also ratified the violence and harassment in the workplace Convention 190. But that is not all. The Bahamas Chamber of Commerce and Employers Confederation continues to support the aggressive and ambitious three-year agenda work of the National Tripartite Council. A few highlights, which include extensive discussions on increasing the minimum wage and the implementation of the National Productivity Council. The hosting of more Labour on the Blocks sessions giving employment opportunities to those job displaced in the aftermath of Hurricane Dorian and the pandemic crisis. A major decent work workshop which focused on social governance, the maritime industry, the National Child Labour Policy, youth concerns and the apprenticeship programmes, took place earlier this year, and I am happy to report that our government has approved a budget of $9.2 million for this work. Dialogue continues on the implementation of a national pension plan, and discussions on empowering the Bahamas Industrial Tribunal to enforce its own orders are currently before our parliament. The Bahamas Chamber of Commerce and Employers Confederation stands hand in hand in working with our social partners as together, and in the midst of national crises, we strive to pursue the course that unites us as we move forward, upward, onward, together as a people. Ladies and gentlemen, the Bahamas Chamber of Commerce and Employers Confederation once again commends the work of this house, and we extend our gratitude to the ILO's Latin America and Caribbean Office and to the IOE for its continued support. The Bahamas thanks you. Madam Chair.

Mr Pablo Mieres

Government (Uruguay)

President, Director-General, ladies and gentlemen, it is a pleasure for me to be here today. For the first time, I am here in person after two years of pandemic. We all know that, despite all the technology at hand that enabled us to meet online, there is nothing that is better than in-person meetings. The pandemic created highly unfavourable conditions for our peoples, and in particular for the world of work. Indeed, pre-existing inequalities have worsened, and the most vulnerable are in an even worse position than before. This is expressed in the report by the Director-General. The pandemic has highlighted the importance of solidarity, cooperation and dialogue as well as equity. These will pave the way forward for a human-centred recovery to construct a more just and inclusive world of work. In Uruguay, since the very beginning of the health crisis, we adopted a series of measures to help the most severely affected and protect workers and ensure that companies remain sustainable. Unemployment benefits were awarded to many people, and they were used to allow workers to survive and also companies. Specific subsidies were also provided to workers in the informal economy and independent workers. A successful vaccination campaign took place which quickly covered many people and many were able to go back to work. At the end of 2021 indicators were better or equal to those in pre-pandemic times. Today, unemployment rates are the lowest since 2017. There is less informal work, and we have recovered many of the jobs lost in 2020. At the end of 2021, the law to promote the creation of jobs for vulnerable sectors was adopted. It has created subsidies for companies or employers that provide contracts to young people, women, people over the age of 45 and people with disabilities. We have focused on the new labour relations that have occurred because of technological advances. The law on telework was passed, and a draft law to ensure the rights of workers on mobile platforms is being drafted. The world at the moment must concentrate on multilateral efforts for the recovery of the labour markets.

Unfortunately, the international community is now facing a new crisis which is caused by severe violations in international law and which, in addition to causing destruction and death, is producing severe damage to the global economy. We subscribe to the words of the Director-General in his opening speech when he said that social justice is closely linked to long-lasting peace. This Conference will pave the way to improve the conditions of life of human beings. The recognition that a safe and healthy work environment is a fundamental right will represent a milestone in the history of our organization and will contribute to the protection of the lives and health of the workers of the world. Finally, we wish to express our sincere thanks to the Director-General, Guy Ryder, for having been at the head of our organization for ten years. We also wish all the best to Gilbert Houngbo for his upcoming mandate, and we assure that he will be able to count on Uruguay in all his endeavours. Thank you very much.

Mr Thierry Bodson

Worker (Belgium)

Chair, distinguished delegates, we commend the Director-General's report which, whilst considering the least developed countries, in fact talks about each and every one of us. Through the prism of the LDCs, the social and climatic challenges facing all ILO Member States are highlighted. The report raises the question of universal values in our common house. Are we still able, do we still wish to provide collective solutions to achieve more social justice? Well, the answer to these questions for us can only be yes. International labour standards and tripartism are and remain essential at the heart of the Decent Work Agenda, at the heart of the ILO's mandate. You can be certain that the union movement will continue to take its share in achieving these aims in order to strengthen, through international solidarity, the hand of the workers in these countries as well as their representative organizations. The union movement will help to promote democracy and social dialogue, which needs to be the pillar for all of this. Helping these countries, we also reaffirm, together with local union organizations, that respect for all international standards is an essential precondition for their development. Respect for all international labour standards is not a luxury that only the developed countries can allow themselves. These standards lie at the basis of the universal project of the ILO which all constituents contribute to whatever their level of development. And we need also to commend the efforts of the LDCs and support them when they go in the right direction. But, for this, the best means consist in showing them that these means and standards are respected in so-called developed countries and that the principles and values are not called into question there, whereas there are disturbing trends in countries which claim to be exemplary. For example, in my own country, Belgium, we have noted a fairly serious worsening of the scope of union freedoms. We face so many prosecutions and criminal convictions and a serious worsening of sanctions targeting union members for the very fact of having exercised their right to strike. And we have serious fears of the development of a hostile deterrent climate in all aspects of union action in promoting social justice. And that is why, working with all Belgian unions, we have sounded the alarm several times over the last few years with the ILO and its expert committee. We will certainly keep you aware of how current affairs develop in Belgium because when union freedoms take a step backwards in the democracies which are supposed to be the most advanced, this has and will certainly have an impact for all other countries. Chair, thank you very much.

Mr Van Thuat Tran

Worker (Viet Nam)

Mr President, distinguished delegates, first and foremost it is my pleasure to send to the President and all distinguished delegates the warmest greetings from 10.5 million union workers of Viet Nam. It is my great honour to attend this 110th ILC in person. I consent to and appreciate the agenda of the Conference. I believe that, under your facilitation, the 110th International Labour Conference will adopt wise decisions to improve the livelihood and employment of working men and women worldwide. The items placed on the agenda touch upon very important issues, among which the ILO Director-General's report on the least developed countries, crisis, structural transformation and the future of work, as well as Report VI on decent work and the social and solidarity economy. These are most interesting to us. To our knowledge, with its not-for-profit aims, the social and solidarity economy is realized through means of cooperation and mutual support. Developing this model of economy would contribute to minimizing the disadvantages of the market economy. In order to do that, we must pay attention to the matter of responsible business. Apart from responsibility in terms of economics, enterprises should take social responsibility also. Entrepreneurs must combine ethics with economic development and enterprises aim to generate the wealth and ensure their sustainability. At the same time, the enterprises must fairly distribute the wealth to customers and other actors involved in their business. They must respect and care about the collective well-being of humans: workers, shareholders, customers, suppliers and competitors. They must protect the environment without exhausting resources for short-term benefit and causing adverse impacts to future generations. Wherever people run after profit with pursuit of money as their main purpose, the spirit of mutual support will be weakened. The great fish eating the small as well as non-stop competition and the race for interests will take first place, creating a society with selfish unpragmatic people. As such, there is no possibility for a future of sustainable development. This is the reason why the social and solidarity economy is one of the key measures to build a balanced society and a human-centred future of work with no one being left behind. To achieve this target, the ILO's assistance to constituents in its member countries is crucial. In Viet Nam, a variety of SSE units are in existence, namely cooperatives, social enterprises, non-profit enterprises, NGOs with income-generating activities and associations. The COVID-19 pandemic proves the significance of social and solidarity activities. With its mandate, the Viet Nam trade unions have been focusing on effective implementation of its core functions, including the representation and protection of workers' lawful and legitimate rights and interests, collective bargaining with employers to increase the enterprises' responsibility towards the workers, as well as carrying out the communication, information and education programmes to raise awareness and capacity of union members and workers, encouragement and mobilization of workers' active contribution to increase production efficiency and of enterprises so as to build harmonious and advanced industrial relations at work. Taking this opportunity, we would like to express our sincere thanks for the assistance extended by the ILO to Viet Nam trade unions over the years and wish to receive your continued support in the future. We are confident that our joint efforts and determination will help us accomplish the SDGs and achieve further progress in the promotion of decent work for all. Thank you very much.

Mr Nicolas Schmit

European Union

Chairperson, Vice-Chairpersons, dear delegates, allow me to welcome this last report of Director-General Ryder which, in line with his lifetime commitment and distinguished leadership this past decade, recalls the importance of social fairness and our joint global commitment to leave no one behind. During the COVID-19 crisis, the global labour market has lost 22 million jobs, 77 million more people are living in extreme poverty and child and forced labour are on the rise again. This crisis affected those that are already struggling the most. The EU welcomed the adoption of the Doha Programme of Action. This should serve as a basis for renewed efforts to counter the struggles and inequalities that least developed countries face. The EU has long since prioritized its partnerships with least developed countries, including through the Everything But Arms programme and our development cooperation programmes. Unfortunately, Russia's unprovoked and unjustified aggression against Ukraine will, once again, be felt most acutely by the least developed countries. While the prospects might seem grim, we cannot afford to lose hope now. We need to redouble our efforts and pave the way ahead for the Fifth United Nations Conference on the Least Developed Countries next March. This year's Conference tackles many topics with direct impact on our common efforts to promote decent work worldwide. Allow me to highlight two of these. First, safe and healthy working conditions. They are fundamental to decent work. The Commission's new EU strategic framework on health and safety at work for the period 2021-2027 devotes particular attention to international cooperation on occupational safety and health. Including occupational safety and health in the ILO's framework on fundamental principles and rights at work will be a milestone towards achieving better working conditions and dignity at work for all. With the rapid changes in the world of work, we are facing new risks for mental health. Second, I would like to welcome the first ILO discussions on the social and solidarity economy. The social economy has a vast untapped economic and job creation potential. The European Commission presented an action plan for the social economy to make it easier for social economy organizations to operate on the ground, and it is based on concrete actions to be implemented at local, European and international level. The ILO has a global reach and its role in supporting the development of the social economy worldwide is key. We need to work together with a view to promoting fair, inclusive and sustainable development models. At a time of conflict and desperation, when tens of millions of people around the world are struggling to make ends meet, we must recall and act upon the premise this unique organization was built upon. Lasting peace can be established only if it is based upon social justice.

Mr Ranulfo Payos

Employer (Philippines)

Mr President, fellow delegates, ladies and gentlemen, the sweetest note that we heard from the Secretary-General Guy Ryder at the opening session of this assembly was "impact of the pandemic is a thing of the past." Indeed, the whole world, at least most of it, has come out from the agony of isolation, total lockdown, death of friends and members of family and the pandemic-induced recession. The world is now on the road to recovery. It has come out of the gloom and doom of the past two years. The rainbow of hope and sunshine is now with us. Our country itself was no exception. We

saw our GDP plunge to 9.5% in 2020, the highest in post-war history. Unemployment went to a high of 8.3% the first quarter of this year, arguably the highest in our region, and unemployment dropped to 5%. It is a landmark accomplishment done by our outgoing administration of which our honourable Secretary Silvestre Bello III is a part. But I must say that we are not out of the woods yet. As we recover from the disruptive effects of the coronavirus, its residual danger and risks are still there. The trickle-down effect of the economy has not done much to the poor. In one recent survey done by a reputable organization called Social Weather Stations, 48% of Filipinos feel poor, 36% feel borderline poor and only 16% are feeling not poor. We are now in a state of transition where the new administration will take over by end of this month. There is a general sense of continuity from the old to the new one, and therefore there is hope that this problem of an evidence-based sense of being poor will be aggressively addressed. Given this economic background, there is therefore a call for an economic recovery that is human-centred. Many of the poor must be taken out of the bootstraps of hunger, exploitation, sense of hopelessness, angst and anger. They must be given opportunities to find jobs by teaching them new skills and competencies in this age of disruptive technology. Their state of well-being, safety and health must be of paramount concern. We note therefore with gratification the relevant agenda, that this 110th Session of the ILC is all directed towards the social protection of labour. Gone are the days when people are just being treated as mere cogs in the wheels of production. The agenda that we hope to achieve through consensus building at the end of this two-week session shows that it is centred towards the protection of labour as a human being. And for this we are therefore hopeful and grateful that the 110th Session will turn out to be a successful and productive one. Thank you.

Mr Andrew Ellul

Government (Malta)

Respected Chair and colleagues, distinguished participants, it is my pleasure today to address the ILO's International Labour Conference in person after such an absence. It is also indeed timely that the Report of the Director-General for this year's Conference addresses the structural transformation the world of work is going through and focuses on the effects the pandemic and the Russian invasion of Ukraine are having on the world economy in general and on the least developed countries in particular. As stated in the report, the sustainable development of the least developed countries matters both to the international community as well as to the International Labour Organization. From its inception in 1919, solidarity between Member States and social partners was one of the objectives of this international organization. In the present circumstances, this solidarity has become all the more relevant given that, as the Director-General has most aptly described it in his report, the global economy is facing the perfect storm. The pandemic affected both the vulnerable and the strong. In the years prior to COVID-19, Malta's economic performance was characterized by continued growth. Malta was experiencing high employment levels as economic growth was directly linked with sustained employment growth, while the unemployment rate remained at a record low. In view of COVID-19 and the sudden economic halt that this has brought upon labour markets and financial systems, the Maltese Government launched a holistic strategy to address the impact of the pandemic, to protect jobs and mitigate unemployment. Accordingly, we initiated a series of benefits aimed at protecting employment through financial aid, including through the Wage Supplement Scheme and the use of short working-time arrangements by businesses themselves. The Wage Supplement Scheme has been in

place since March 2020 and has been made available to businesses operating in sectors struck by the global pandemic, such as accommodation and restaurants whose operations unfortunately had to be suspended. The aim of this scheme was to avoid a spike in unemployment through financial aid to employers in covering employees' wages. In addition, it proved to be vital in facilitating the retention of individuals working in highly affected sectors, again such as hospitality and retail, despite changes in working contracts. Short-time work arrangements also proved to be pivotal in mitigating the impact on unemployment. These arrangements allowed for temporary changes in working conditions as a means to avoid redundancies through the issuing of permits by the Department for Industrial and Employment Relations, all this in terms of Maltese labour legislation. Under such changes, short-time work arrangements involve a partial reduction in the number of hours worked for a limited period of time. It has been estimated that up to 25,000 jobs were saved due to these permits. By way of this year's budget, we also aim to keep working on social inclusion with the same energy and enthusiasm that we have been doing since 2013, keep on promoting, as we have always done, social mobility and tackle any form of poverty while providing the conditions for the economy to continue recovering from the impact of COVID-19. Given all that is going on in the world, it is not going to be easy to accomplish such a feat. However, one thing is sure, that together with the ILO we will do all it takes to build a better world. Thank you.

Mr Colin E. Jordan M.P.

Government (Barbados)

Chair, distinguished delegates, Barbados thanks the Director-General for his report, 'The least developed countries: Crisis, structural transformation and the future of work'. We begin by thanking him for the sensitivity and the strength to frontally address the needs and challenges of LDCs at this time of global crisis, a time when larger, stronger, more wealthy countries face their own significant challenges and may lose focus of the fact that, in an increasingly globalized world, we are all in this together. The report has outlined the magnitude of the many challenges facing the LDCs, which constitute just under one quarter of the ILO's Member States. We are all too well aware of the debilitating impacts of the pandemic. We are also aware that the initial narrow, inward focus of developed countries did not help those countries nor did it help the world. We are also aware that the many conflicts around the globe are impacting all countries, including LDCs. In fact, many of the conflicts are taking place in LDCs and are impacting people at the local level. The Russia-Ukraine conflict threatens to exacerbate and globalize an already challenging situation. Food, energy and financial crises will result in greater internal and external displacement of people around the world, including in LDCs. The report has also shone a light of hope on the attainment of a sustainable development path for the LDCs if we are sensitive and sensible enough to rise to the challenge and to be our brothers' and sisters' keeper. The principle of country ownership is a most important one. Countries in the Caribbean, such as Barbados, small island developing states, as well as LDCs across the world, pursue their development goals while constantly contending with vulnerabilities and constraints. The support of the international community in areas like climate change adaptation is crucial to efforts of Member States to improve the daily lives of people. Now, more than ever, enhanced cooperation is needed. Developed countries and the international community must step up. Strategies employed must be suitably geared to and not hinder the development of such economies. Policy prescriptions cannot simply be imposed. If we allow genuine

international solidarity and multilateralism to work, I am confident that we will realize the gains and growth that are necessary for LDCs to develop for the benefit of their people. Once again, I thank the Director-General for this report, and I hope that it will catalyse appropriate and meaningful action by all for the benefit of LDCs. I also take this opportunity to express deep gratitude to the Director-General for advancing the work of the ILO and its constituents over the past ten years. Thank you, Director-General, for your interest in our region, the Caribbean region. We extend a very warm farewell and best wishes as you embark on the next chapter of your journey. Thank you very much, Chair.

Mr Gezim Kalaja

Worker (Albania)

The social dialogue in Albania has not functioned normally, and I hope that in the future that social dialogue will strengthen with the re-composition of the National Labour Council. Our safety and health at work should be a fundamental Convention. Formalization of care workers, implementation of Convention 190 against violence and harassment recently ratified by the Albanian Government. The main conflict of the war between Russia and Ukraine has deepened the global crisis and led to the loss of human lives in Ukraine and the consequences of the breach of peace worldwide. My message is peace and social justice in the world. Stop the war.

Mr Oscar Rolando Castro

Government (El Salvador)

President of the 110th ILC, Claudio Moroni, Director-General Guy Ryder, Director-General-Elect Gilbert Houngbo, greetings from President Nayib Bukele. And I would like to extend brotherly greetings to all of the workers here at this august body. El Salvador is a small country geographically speaking, but we have enormous structural problems. We are also a people with great dignity and even greater dreams, but a dignity that was crushed by previous governments, governments that were at the beck and call of the more powerful economies of the world. We are now recovering this dignity, and we are bringing back fresh hope to our people who dream of a fairer society, a society based on principles of solidarity and fairness. We have started structural transformations that are necessary to move to a modern economy, fully respecting human rights, leaving behind corrupt structures of power that kept us stuck in poverty and misery, governments that played with people's lives in order to stay in power. We have now started to wage a war on crime. We are freeing the country from the control of gangs that for many years plunged Salvadorian families into pain and grief. We are now protecting the right to life. President Nayib Bukele is trying to deal with these problems with the backing of a large majority of people who are yearning for greater freedom and the chance to dream of a safer and more prosperous country. We would also like to reiterate our full respect for freedom of association and expression. During our administration, a number of demonstrations have taken place against the Government. Nevertheless, I am proud to say that our forces of law and order have not used a single rubber bullet to crush those demonstrations, nor have they used any tear gas which were the methods used by previous governments to crush opposition. Now the trade union movement has access to the authorities of our government, and they have spaces for dialogue where they can put forward their proposals and suggestions. That is how the Government is now working in El Salvador.

I am delighted to announce that we have deposited instruments of ratification for five ILO Conventions, on social security, maternity protection, protection of employment, collective bargaining and the elimination of harassment and violence in the workplace. Ratification of these five Conventions is a clear signal of our government's political will and they are a determination to protect workers' rights and bring labour legislation into line with international standards. That settles a historic debt. It establishes a legacy for future generations and reiterates our unwavering commitment to the ILO and to achieving decent work for everybody in El Salvador. We are creating a social welfare system that provides welfare for all of our population from the moment of conception until the very end of their lives. The First Lady, Gabriela de Bukele, is promoting policies including the Born Together law and the Born with Love law which is a comprehensive model for promoting and protecting childhood and adolescence. At the same time, we have implemented the labour market information system, and we are the first country in Central America and the second in Latin America to have an ILOSTAT platform. Finally, we cannot talk about democracy, legal security or the rule of law without describing one's own history and building one's own future. Friends of the international community, do not judge us through what you hear on international media. Help us to build our own future with sovereignty and dignity. In El Salvador, President Nayib Bukele is building the country and rebuilding it. But before physical reconstruction, the first thing we are trying to do is to recover our dignity. We do not want to be anybody's back yard. We are El Salvador, a noble and hard-working people. Thank you, President.

Mr Bakary Doumbia

Government (Mali)

President, distinguished officers, members of the bureau, distinguished delegates, the situation in the labour markets in the least developed countries, as described in your report, is of great value to the ILO. It is essential to highlight the main features of the labour markets in these countries to come up with sustainable, consistent and effective development strategies in the light of the consequences of COVID-19 on jobs. Consideration of the report on quality apprenticeships will provide the ILO and its constituents with an opportunity to legislate on quality apprenticeship, at the very heart of job problems in the least developed countries and indeed in medium-income countries. The question of fitting jobs with training is at the heart of the development strategy in my country. Mali gives pride of place to social dialogue, as you can see in the establishment of the Ministry of Labour, the civil service and social dialogue. In the field of representation on the part of union organizations, my country this year is intending to organization union elections. Given the importance of youth issues in the successful implementation of public policy, the transitional president has placed transition under the aegis of a reworking of the state in order to give this major section of the population its full role in socio-economic development. The national debate on reconstruction was organized at the end of December last year. Your report on employment is a perfect response to the concerns of our young people who face the hazards of the search for a first job. One challenge remaining is how the ILO can help to raise obstacles to jobs and decent work for young people, women and other marginal groups and to see what progress has been achieved in the fight to reduce deficits in terms of jobs and decent work. In order to tackle this question, our government this year will be recruiting 23,728 young people in the various sectors of the civil service. In order to combat unemployment, Mali has endowed itself with a national employment policy. We did this in 2015 in order to deal with the structural

insufficiency of supply in productive decent jobs, the low level of human capital and upheavals in the labour market. Thus, as we implement action plans in our jobs and vocational training policies, major projects and programmes have been implemented to the benefit of 55,367 young people, both men and women from both town and country. Ladies and gentlemen, through its national policy to promote a social and solidarity economy, Mali intends to help to reduce poverty by creating and redistributing wealth. We do this through promoting enterprises and organizations based on solidarity, giving pride of place to our people. In 2022 we adopted a bill establishing a single social register for all of those beneficiaries of social coverage, and we are considering the adoption of a national security and health and safety at work policy. Our efforts are intended to work together with our social partners following the organization of our social conference to come up with a social security and growth pact, taking account of the interests and rights of all stakeholders. We have committed to create a national council for social dialogue. Thank you for your attention.

Ms Anna Maria Mokgethi

Government (Botswana)

President, I wish to commence my remarks by congratulating you and the Vice-Presidents on your election to guide the proceedings of the 110th Session of the International Labour Conference. I am deeply honoured to participate in this 110th Session of the International Labour Conference on behalf of the Government of Botswana, especially as this is my first personal appearance in this Conference. I therefore cherish this moment of reflection on progress made by the ILO in the execution of its mandate as well as opportunities and challenges confronting the Organization and its constituents and challenges in the pursuit of social justice. It is imperative that, as constituents of the ILO, we should continuously review and reassess this organization's relevance and its impact on the world of work, particularly in view of the changes brought about by the challenges and crises that are taking place in the world. This year the Report of the Director-General challenges us all, as constituents of the ILO, not only to show determination in the pursuit of the United Nations' 2030 Agenda but more importantly to ensure that no one is left behind. Indeed, the ILO has a major role to play in ensuring that no one is left behind. I am also in agreement with the Director-General that this organization is sufficiently equipped to advance the Decent Work Agenda in least developed countries and to contribute to the processes of structural transformation upon which their sustainable development depends. Certainly, leveraging on its unique institutional arrangement which is premised on social dialogue and monitoring implementation of international labour standards, the ILO has been able to expedite inclusive and sustainable development in Member States through policy intervention in a variety of areas. Mr President, one of the critical features of the labour markets in LDCs, particularly in Africa, is the high prevalence of conflict which is affecting a significant number of countries in the region. An increasing percentage of communities have been displaced, and this has exposed them to extreme poverty, shortage of food and inhumane conditions that threaten to reverse progress made in all the pillars of the Decent Work Agenda. In such a situation, women and children are adversely affected, women's chances of participating in the labour force is diminished, and the informal sector remains the main source of livelihoods. Children are also faced with an uncertain future as their chances of going to school dwindle, exposing them to child labour. This state of affairs, in my view, is what constitutes a major problem that seriously jeopardizes the chances of attaining the SDGs by a substantial number of

LDCs. Unfortunately, in most cases the international community has turned a blind eye to the plight of the communities who find themselves in this situation. Mr President, Botswana's experience and response to COVID-19 and other crises underline the need to promote decent work opportunities for all through integrated national employment policy responses, recognizing the important role of the private and the public sector. It is also important to support business continuity and an enabling environment for innovation, productivity growth and sustainable enterprises, foster resilient value chain development and to support quality education, training and skills development, just to mention but a few. Above all, the tripartite parties have shown a high level of commitment to action, individually and collectively, to advance towards an inclusive, sustainable and resilient development with decent work opportunities for all. Furthermore, the Government has embarked on the implementation of a research agenda through which the Government, in partnership with stakeholders, has undertaken to reset our national priorities in the light of new and unexpected challenges. This involves breaking barriers, removing hurdles and building the momentum that will carry us through the difficult times towards our destined goal of becoming a high-income country. It is this agenda that serves as the basis of structural transformation in my country and one which we look forward to working in partnership with the ILO to achieve. I thank you for your attention.

Ms Liz Helgesen

Worker (Norway)

Chair, Director-General, Excellencies, delegates, friends, I speak on behalf of the Norwegian workers. We are seriously lagging behind in implementing the Sustainable Development Goals. Furthest behind are the least developed countries. The COVID-19 pandemic had and still has a catastrophic effect on us. The war in Ukraine has made the situation worse. Debt distress, hunger and child labour are on the increase. There is a need to recover better while accelerating progress towards the SDGs. Last time we met in Geneva we adopted the ILO Centenary Declaration. It focuses on investment in peoples' capabilities. Quality education for all is a prerequisite to a sustainable society. Quality education is the best investment for sustainable development there is. Despite some progress in school enrolment rates, half of the world's out-of-school children are in the least developed countries, with girls disproportionately affected. We cannot accept that children are deprived of their future in this way. Education is a human right. Governments are encouraged to invest in public quality education and lifelong learning for all, including early childhood development, care and pre-primary education. Child labour is on the increase. The latest estimates indicate that 160 million children were in child labour globally, which equals almost one in ten of all children worldwide. This is alarming. We need an immediate response from the international community in which the ILO must play a leading role. The fight against forced labour, modern slavery and human trafficking must be handled with the same urgency. Peace and social justice must be built on the foundation of a new social contract. Workers worldwide expect solutions to increasing unemployment and underemployment, increasing violation of labour rights and the lack of social protection coverage for more than half of the world population. The least developed countries have severe shortfalls in practically every metric of social protection coverage and adequacy. The situation is urgent for these countries, but it matters to the whole of the international community. We must act in solidarity and responsibility but also out of self-interest. We urge the international community to push beyond business as usual and to make ambitious and bold commitments related to the creation of decent jobs and social protection for all,

including innovative and effective support measures for the least developed countries. Thank you.

Mr Getahun Husein Shekur

Employer (Ethiopia)

Mr President, Director-General of the ILO, distinguished guests, ladies and gentlemen. Let me begin by congratulating you, Mr President, on your election to preside over the 110th Session of the International Labour Conference. Madam Chairperson, I would like to use this opportunity to commend the ILO Director-General for his rich and informative report under the name 'The least developed countries: Crisis, structural transformation and the future of work' that eloquently brings out different topical issues for further debate and discussion in this august house. We are also in full support of the technical items placed on the agenda by the Governing Body. That is apprenticeship, a recurrent discussion on the strategic objective of employment and the follow-up to the ILO Declaration on Social Justice for a Fair Globalization, decent work and the social and solidarity economy and inclusion of safe and healthy working conditions in the ILO's framework of fundamental principles and rights at work that are indeed topical and relevant. As we all know the COVID-19 pandemic has had a devastating impact on the world of work, leading thereby to increased unemployment and underemployment, loss in labour and business income, especially in the most impacted sector, supply chain disruption, informality and insecurity of work and income. On another note, the report for the Global Commission on the Future of Work of 2019 reminds us that the mega drivers of change, notably globalization, technology, demographic and climate change continue to affect the world of work, and the dramatic shift in their nature in recent years could impact the future of work in new ways. As I said, we are of the view that we need to encourage and support small businesses to become involved in entrepreneurship if we have to create more decent and productive jobs, particularly for the young and the vulnerable. As regards to the strategic objective of employment, it is clearly stated in the Declaration on Social Justice for a Fair Globalization that Member States of the ILO are expected to adopt policies based on four strategic objectives of the Decent Work Agenda. In this regard, taking cognizance of the need for a coordinated policy framework to promote full, productive and fairly chosen employment, particularly addressing unemployment, underemployment and gender inequality, with emphasis on the informal economy, Ethiopia has adopted a national employment policy and strategy in 2016. Nevertheless, a skills mismatch and a shortage of required skills in sectors such as agro-processing, horticulture and tourism remain key challenges. Concerning safety and health at the workplace, the protection of workers against disease and injury related to their work is a central issue for both workers and employers. We are of the strong view that decent work must be safe work. In this regard, education, training and awareness-raising programmes are instrumental in advancing a sustainable safety culture at the workplace. To this effect, we acknowledge that the Government has adopted a national occupational safety and health policy and strategy. Madam Chairperson, with these few words, let me conclude my statement by affirming the commitment of the Ethiopian Employers' Confederation in our endeavour to advance social justice and promote decent work for all in Ethiopia. To this end, we look forward to the ILO's continued technical support towards strengthening our institutional capacity. Thank you, Madam Chairperson. Thank you all.

Ms Ongom Amongi Betty

Government (Uganda)

Distinguished delegates, on behalf of the Government of Uganda, allow me to congratulate Honourable Claudio Moroni, Minister of Labour, Employment and Social Security of Argentina, and all the Vice-Presidents on your elections as Officers of the Conference. I wish to congratulate the outgoing Director-General, Mr Guy Ryder, for his distinguished service to the ILO, especially during the difficult period of the pandemic, and congratulate Mr Gilbert Houngbo for his election. We hold this Conference against the backdrop of the COVID-19 pandemic and the Russia-Ukraine conflict, events which have significantly caused loss of employment globally. The Director-General's report notes that about 112 million full-time jobs lost during the pandemic are yet to be recovered. Regrettably, the Ukraine-Russia war is undermining the global reconstruction and recovery agenda, disrupting economic activity and also causing job losses. We therefore appeal for a speedy and peaceful resolution of this conflict within the framework of a global consensus. Given our interconnectedness of the economies, the path to recovery of growth with jobs calls for both domestic and global efforts, and this we must do through implementing the Decent Work Agenda in the recovery work plans. In pursuit of the recovery of jobs lost during the pandemic and the creation of new ones, we must recall that jobs just do not happen. We require shared commitments. I am glad that the report invites developed countries to put at the centre of the reconstruction and recovery agenda an integrated structural transformation strategy that prioritizes reduction of inequalities in the LDC countries. Therefore, global efforts to employment creation should recall that the one-size-fits-all approach has failed in the past. We call therefore, for partnership and respect of individual country's ownership in designing a recovery programme. In the context above, I want to undertake that Uganda has taken and continued to take a number of measures to mitigate the effects of COVID-19 and to stimulate growth. Among which include initiating a cash transfer scheme for households that lost employment due to COVID-19. We are undertaking promotion of apprenticeship programmes, supporting the private sector through provision of low-interest stimulus credit. We have initiated a women specific credit and financial support with a World Bank grant of $250 million that is supporting women businesses. We have initiated low-interest agricultural credit support to rural agriculture economy. We have also amended our National Social Security Fund Act to allow members of the fund to withdraw part of their members' benefit constituting 20% to ameliorate their problems related to COVID. This we have done because we know that employment creation is critical and that work should be decent. We remain therefore committed and bound by the ILO Declaration of Philadelphia which in part affirms that poverty anywhere constitutes a danger to prosperity everywhere. In conclusion, Uganda welcomes the discussion on social and solidarity economy which seeks to prioritize simultaneously social and financial profitability as well as the inclusion of safe and healthy working conditions in the ILO's framework of fundamental principles and rights at work. And we appreciate the focus of this discussion on lifelong learning and skilling, and we support the efforts towards setting standards and quality of apprenticeships, addressing informality and gender inequality issues in the world of work. I thank you.

Mr Utoni Nujoma

Government (Namibia)

Thank you, Mr President, for giving me the floor to speak on behalf of the Namibian delegation on the reports of the Director-General. I further take this opportunity to thank Mr Guy Ryder, Director-General, for the report on the focus to the least developed countries, crises, structural transformation and the future of work, and the report on the situation of workers of the occupied Arab territories. I wish to congratulate Mr Ryder for the stellar job over the past ten years as Director-General of our organization, especially during the difficult times more recently with the COVID-19 pandemic. Mr President, in the past few years we have witnessed devastation of great proportion: a health pandemic, world economic downturn, job losses resulting in loss of livelihoods and rising food and fuel prices. It seems that the world needs to take drastic steps and act now for structural transformation and a future of work. It is concerning that of 46 least developed countries, LDCs, in the report, 33 are on the African continent. This equates to 73.3% of African countries, as indicated in the appendix. Mr President, to change this narrative we need policy interventions to effect positive change. It is with this in mind that Namibia welcomes the adoption of the Doha Programme of Action for the Least Developed Countries for the Decade 2022-2031 which was endorsed by the General Assembly on 1 April 2022. It is Namibia's hope that this will assist in the leading up to the Doha Programme of Action in March 2023. Namibia supports the structural transformation as a driver of prosperity, and we hope the Doha Programme of Action puts its focus, amongst others, on the five areas of action, particularly on investing in people, which should be guided by the ILO Centenary Declaration for the Future of Work and the Global Call to Action for a human-centred recovery from the COVID-19 pandemic. Namibia notes the challenges of the labour market in the LDCs remain in the agriculture sector, characterized by micro, small and medium-sized enterprises operating informally, resulting in inadequate social security regulation and difficulty exercising labour rights. For example, combating of child and forced labour and discrimination, among others. It is imperative, now more than ever, for the ILO to provide all the necessary support in terms of social protection and safety nets to the least developed countries. We concur with the report that large enterprises can be key role players by forging stronger linkages with medium and small enterprises. Mr President, when the Global Accelerator on Jobs and Social Protection for Just Transitions was launched in September last year, Namibia welcomed this development, and it is our hope that it will assist the least developed countries. Mr President, Namibia calls upon the ILO to look beyond countries' GDP in terms of rank, particularly in Africa, as these are not reflective of the realities due to inequalities and high Gini coefficient rate. Finally, Namibia maintains its stance on resuming a meaningful dialogue, recognizing the two-state solution as the only pathway to a just and comprehensive solution for the situation of workers in the occupied territories. Namibia thanks the Director-General for a comprehensive report on his term in the Office and wishes the Director-Elect a smooth transition to the highest office of the International Labour Organization. Thank you, Mr President.

Mr Ishrat Ali

Government (Pakistan)

Ministers and Excellencies, it is indeed an honour to join this august gathering of the world of work. Let me start by commending Director-General Mr Guy Ryder for his outstanding leadership of the ILO and for his comprehensive report on crisis, structural transformation and the future of work through a human-centred recovery. Mr Chairman, today we are witnessing unprecedented economic, social and geopolitical challenges. While every country has been impacted by them, the people and the economies of developing countries have been hit the hardest. Despite reduced fiscal space and liquidity crunch, Pakistan has continued to maintain a robust social protection and support regime with special focus on the welfare of workers through cash transfers, uninterrupted payments of wages and legislative means. Over the last one year we have successfully aligned our work-related legislation with our ILO commitments at the subnational level. The Government has taken a number of policy measures to embed tripartite mechanism in the district vigilance committees to extend education, health and social security to workers and their families in sectors like the brick kilns. Mr Chairman, the proposed inclusion of ILO Conventions 155 and 187 in the list of ILO fundamental Conventions is an important step forward to achieve decent working conditions in the world of work by reducing work-related accidents through improved health and safety of workers. Even as this normative achievement is valuable, the true measure of its success lies in mobilizing greater financing for development and technical assistance to improve the existing legal and administrative architecture, especially in the developing countries. Similarly, enhanced support by the ILO in terms of technical assistance for gap analysis, coupled with commensurate technical assistance and training in plugging those gaps on a longer-term sustainable basis would be essential. The present ground realities must be acknowledged while designing frameworks for monitoring compliance, especially for countries facing contraction of fiscal space, to enable them to devote necessary resources towards achieving these targets under these new obligations. Mr Chairman, we echo concerns over the uneven global economic recovery from the pandemic. This is evident in countries at the lower end of the development ladder. Of equal concern is the timing of this uneven recovery process that is at the time of transition in the world of work which is facing structural transformation of economies. These developments underscore the need for the ILO to develop a comprehensive plan of action in collaboration with the global multilateral and financial institutions to ensure that all ILO members are assisted meaningfully in this transition, keeping in view the importance of a human-centred approach. Mr Chairman, the principles of equality and democratization need to be advanced by addressing issues of unequal, under-representation and multiple representation of geographical regions and Member States in the ILO's governance infrastructure and architecture. Finally, we reiterate our commitment to the principles of social justice and resolve to continue efforts to achieve it through increased social dialogue and tripartite cooperation for a fairer future for all. Thank you, Chair.

Ms Renate Hornung-Draus

Employer (Germany)

Thank you very much, Chair. Ladies and gentlemen, Vice-President, your Excellencies, delegates. The Director of the Labour Department has said that the

report on the LDCs is a positive aspect. Only 12% of the population represent LDCs but they only have just over 1% of the GDP of the world. This is very concerning because there is an increase in terms of the informal economy and COVID-19 has impacted their economies in terms of an increase of informality. There is an administrative over-regulation, and the training is inadequate for the populations. The DG has identified these problems in the report, and this should be a wake-up call for the ILO. It is very clear that it is insufficient to simply work on standards and norms in our organization in order to improve the status quo. The ILO has created a great corpus of laws, and it is fundamental that the fundamental principles in these standards be implemented in practice. The Conference in 2019 ended with the Centenary Declaration. The ILO rests on several important pillars. First of all, the definition of important labour rights from the Convention of '98, and it has been completed by the Convention on occupational safety and health. This is confirmation that the principles that are also present at the EU are not new priorities. Now, in the Declaration of 1998 it has taken on great importance. Now the Social Justice Declaration of 2008 lays forth that the ILO must aid the Member States and it must help the Member States to fulfil their commitments. In the social justice Declaration there are options for recurrent discussions, and every year these discussions take place. Now here the priorities of the ILO are defined for the upcoming decades. Let me now highlight some that are very important. First of all, it is important to reduce informality so that more people, entrepreneurs and workers may enjoy the rights that are guaranteed to them in the Conventions. This is an approach that is fundamental. The informal economy must be identified and must be eliminated. Moreover, corruption must be eliminated. Secondly, SMEs must have access to better training, upskilling and tools that will help them keep up with digitalization and the environmental transformation. There are also problems on the level of global supply chains and the workers' conditions in those supply chains. The ILC and ILO group will be dealing with this particular mission, and it is important that governments also are involved here. We need to address the problem of global supply chains if we want a sustainable improvement of the situation for all. Due diligence is fundamental and compliance rules for companies to guarantee what is occurring in their supply chains. There is a severe impact that is felt along the entire supply chains. Please, I urge you to respect the principles of the Centenary Declaration in order to move forward towards a better world of work for all. Thank you very much.

Ms Lesly Sarahí Cerna

Government (Honduras)

Your Excellencies, President of the ILC, distinguished representatives of governments, employers' organizations and workers and special guests. I am addressing this august body, the ILO Conference, on behalf of the Government of the Republic of Honduras which, for the very first time, has a woman as president in the shape of President Xiomara Castro Sarmiento. This is a crucial time for the world's political, social and economic development. We face long-standing challenges which are exacerbated by new challenges which have been thrown up by the COVID-19 pandemic, which has been a hammer blow to the most vulnerable sectors of society, and we need to see a swift and effective response. We also need to see the right decisions taken with a view to pursuing the common good and achieving sustainable development for all of our peoples. In spite of great efforts and support for various sectors, there have been job losses and temporary unemployment, reductions in the working day, closures of companies, debt rescheduling, the slowdown of trade. We have seen an increase in delivery and production costs. We have seen internal and

external conflicts of various kinds which continue to deprive workers of the benefits and of the enjoyment of their rights in most countries but in particular in least developed countries. And this Conference has decided to focus on those LDCs this year. They are the poorest and weakest countries of the international community, whose economic and social development are a great challenge for all of us. Now, this year Honduras has begun a new chapter in its national development, led by our new government. We believe that work must be well paid, it must be decent and fair. And at this Conference we reaffirm the commitment of the Government of Honduras to respect and honour its commitments and guarantee the well-being of all of our workers without distinction and ensure that companies get a fair return on their investments. We are also taking steps to promote the social and economic development of Honduras, dealing with the issue of migration, creating new jobs, including the most vulnerable sectors and trying to combat child and forced labour. And we are bringing our legislation into line with standards around the world and to reflect the changing and emerging forms of work while respecting the fundamental principles and values of those sectors. Finally, we wish to thank the ILO and in particular Director-General Guy Ryder and his Governing Body for their skilful management of the Organization in difficult times. They have enabled this organization to be a forum for dialogue and constructive and participatory consensus-building which we continue to build together. As Honduran author Alfonso Guillén Zelaya said, "Within the sacred numbers of nature, no work well done is worth less, none is worth more. We are all contributing something necessary and valuable to the running of the world." Thank you very much.

Mr Luis Antulio Alpirez Guzmán

Worker (Guatemala)

President of the Conference, Director-General, participants, please let the workers of Guatemala salute you. We congratulate the Director-General for his report entitled 'The least developed countries: Crisis, structural transformation and the future of work'. This will be the last report in his mandate. Now we would also like to thank and congratulate Mr Guy Ryder for all his work done at the ILO, and we anticipate the best for the new Director-General. Indeed, as has been mentioned in the preface to the report, it is directed not only at the LDCs but toward all States. Now, in Guatemala there have been difficulties in terms of many different rights. Despite the fact that the COVID-19 pandemic is now under control, there are still many that are affected in terms of health but also in terms of labour and social rights. There is a lack of decent work and decent wages in the country, especially for those who do have a formal job. Indeed, it is predicted that these conditions will worsen due to problems because of outdated technological tools. And these problems will not be solved in the medium term. The country still suffers from high poverty and extreme poverty rates as well as malnutrition, chronic malnutrition and deaths in infancy. It is with sadness that we have noted that international organizations continue to identify Guatemala as the country with the worst labour conditions in the region, and it is also clear that the attacks against freedom of association and collective bargaining are continuing. There are many attacks and violence against trade unions as well as trade unionists, and they are continuing to be denied their rights and they are punished and criminalized. Over 100 trade unionists have been murdered over the past years. In Guatemala, there is a tripartite national commission for labour relations and freedom of association. This is fundamental for trade unions because of social dialogue which will help them deal with, overcome and make progress in terms of labour conditions. However, the other

parties must respect these civilized endeavours. The proposal of workers to reach tangible results by means of compliance with the commitments in this endeavour since April 2017 is still continuing. The road map must be respected. The state must be the guardian of general interest so that people do not have to migrate to other countries due to poverty. The increase of minimum wages is necessary because it will reduce poverty, improve purchasing power, and keep the economy going. It is also important that social security be expanded in scope and strengthened because it is a public good for all. In Guatemala, we reject precarious work and badly paid work. Decent work for a decent life must be guaranteed as well. The rights of trade unions and collective bargaining must be recognized as a way to reach social peace. Public services must be strengthened. A system for drinking water must be accessible to all in all regions in order to reduce the level of illness and death rates. Moreover, a plan must be established to decontaminate the waters of rivers, lakes and lagoons in our country as well as waste treatment systems, including for plastics. Investment incentives must be established to respect the Indigenous peoples, the environment and social responsibility. The National Tripartite Committee on Labour Relations and Freedom of Association must address these matters and be responsible and effective in its solutions. Thank you.

Mr Aloysius Budi Santoso

Employer (Indonesia)

Mr President, Minister, Director-General, dear invitees, good morning and good afternoon, good evening. In 2022, we are still faced with difficult circumstances. The global economic and political situation is still full of uncertainties. Amid this turbulent situation, we are grateful that Indonesian economic development shows a positive trend. The inflation rate is still under control, which is at 2.15% in the calendar year of 2022. We are doing our best to maintain this positive trend, and we must continue to work hard to increase productivity towards inclusive and sustainable economic growth. APINDO appreciates the organizing of the 110th hybrid ILC considering that the COVID-19 pandemic is not over yet. We hope that the results of the 110th ILC will be able to answer future employment challenges and help the global economic recovery. On this occasion, I will convey some of APINDO's views on various issues that occur at the national and global levels in regard with the agendas in the 110th ILC. Mr President, the COVID-19 pandemic in Indonesia is increasingly under control. Several policies have been carried out as an effort to gradually shift from a pandemic to endemic status. On another occasion, Indonesia currently plays a very strategic role where Indonesia, in the G20 Presidency of Indonesia, raised the theme Recover Together, Recover Stronger, emphasizing the sustainable global economic recovery from the impact of the COVID-19 pandemic. The G20 Presidency also provided momentum for Indonesia to showcase the success of structural reform amid the pandemic through the job creation act and sovereign wealth fund which is believed to be able to increase global investor confidence in Indonesia and help accelerate the national economic recovery. APINDO strongly supports the Government's efforts in making the G20 event a success. Mr President, the 110th ILC raised several agendas including apprenticeships, strategic objectives of employment and the General Affairs Committee on the inclusion of safe and healthy working conditions within the framework of the ILO's basic rights at work. Raising apprenticeship as one of the themes and main concerns, APINDO strongly suggests the existence of flexible policies in the implementation of apprenticeships that can provide a role of entrepreneurs in preparing a skilled workforce that matches the industry. Regarding the theme of

strategic objectives of employment, APINDO views that with the loosening of restrictions on human mobility during the transition period of the COVID-19 pandemic, the Government, employers and workers must work more closely together to encourage investment and employment growth. Each party needs to collaborate optimally in preparing the readiness of the workforce to face industrial demand in the future. APINDO supports the application of compliance with ILO standard norms and supports resolutions that include the inclusion of safe and healthy working conditions in the framework of the ILO's basic rights at work to create enterprise sustainability and increase employment opportunities. Finally, APINDO is committed to continuing to participate and play an active role with other social partners to find the best forms and solutions for a better Indonesian economy, including job creation and better employees' welfare in the future. I thank you.

Ms Paola del Carmen Egúsquiza Granda

Worker Vice-President (Peru)

Thank you very much. Distinguished delegates, ladies and gentlemen, I wish to thank you all for your important remarks, and this concludes our sixth plenary session of the 110th International Labour Conference. We will take up the general discussion again after the lunch break. Ladies and gentlemen, the meeting is adjourned.

Mr Bright Wireko Brobby

Government (Ghana)

Distinguished delegates, I thank the Chairperson of the Governing Body and Director-General of the ILO for their reports. These reports underscore the need to overcome the ravages of the COVID-19 pandemic on the global economy which have compelled Member States to expedite their response to happenings on the labour market and the future of work. I could not agree more with the Report of the Director-General that the process of recovery from the pandemic has been uneven and incomplete with the least developed countries being the most affected. Ghana welcomes the report and shares in the position that the ILO has a role to play in the structural transformation of the LDCs to promote decent work standards and viable businesses. Mr President, prior to COVID-19, 89% of employment in the LDCs emanated from the informal economy. Similarly, the LDCs are characterized by severe deficits in decent work and social protection coverage. It is worrisome that only 14.1% of such population is covered by at least one social protection indicator as compared to a global rate of 46.9%. It is common knowledge that these deficits are rife in the informal sectors, and the LDCs are in a dire situation in these critical times. Unlike the LDCs, the Ghanaian situation was quite different. Government, with the support of its tripartite constituents, implemented policies and programmes that protected businesses, jobs and sustained incomes of people. Mr President, at this juncture, I wish to commend the Director-General, Mr Guy Ryder, for his immense support for tripartism, social justice and decent work for all. Ghana in particular shares fond memories of Mr Ryder for his overwhelming support to tripartite constituents in making Ghana a symbol of success in tripartism. I congratulate him for a very successful tenure at the head of this important organization and for his leadership through the major crises that occurred over the ten-year period. Member States are thus encouraged to continuously pursue ILO's core mandate of promoting social justice and decent work for all as a befitting tribute to him. The Government of Ghana

congratulates Mr Houngbo on his election as the 11th Director-General of the ILO and the first African to occupy that position. As a country, we reiterate our readiness to support his vision which includes accelerating the post-pandemic recovery efforts of the LDCs. Ghana endorses the ILO human-centred approach to recovery because it will help lift LDCs from the shackles of poverty and vulnerability. We expect that discussion of the Director-General's report will provide different perspectives on approaches to the post-crisis recovery of the least developed countries. We therefore call for the adoption of the Doha Programme of Action for the LDCs to consign effects of the pandemic to history, address prevailing crises and pursue structural transformation for a more sustainable future. I thank you all for your attention. Thank you.

Mr Omar Abdi Said

Government (Djibouti)

Your Excellency President of the International Labour Conference, Director-General of the ILO, your Excellencies, ladies and gentlemen, Ministers of the Member States of the ILO, representatives of the workers, representatives of the employers, distinguished delegates, ladies and gentlemen. First of all I would like to greet all constituents, members, trade union representatives and employers attending the Conference. First of all I should congratulate Mr Gilbert Houngbo for his appointment to the prestigious position of Director-General of the ILO. I wish him a productive term in order that he be able to lend fresh impetus to this 100-year-old institution. I would also like to thank Mr Guy Ryder who has just handed over further to the accomplishment of his duties at the head of this institution. I would like to take the opportunity to congratulate the Director-General for his excellent report on the least developed countries which provides avenues for action for all the Member States of the ILO, and in particular the 45 Member States of the ILO who belong to the category of the least developed countries, in order to achieve economic recovery while complying with the Doha action plan which will play a major role in supporting the LDCs as part of their efforts regarding sustainable development and resilience. As Minister of Labour in charge of the formal economy and social protection of the Republic of Djibouti, which I am honoured to represent, I reiterate my country's will to strengthen the ties with the ILO and reaffirm our commitment to the values and principles based on tripartism and social justice which prevail at the ILO. Chairperson, your Excellencies, dear friends, underemployment remains the constant challenge to which our society is facing. Unemployment, namely that of young new job entrants, which is affecting young graduates as much as those who have dropped out of school, we have put this at the heart of our priorities in order to reduce the impact of unemployment. The strategies which are being deployed in order to rise to the challenge go mainly beyond mere implementation of "palliative" short-term programmes. Professional training programmes, job creation programmes through infrastructure projects are interventions that have gained in strength in our country. However, far from slowing down the pace of reforms, we are continuing our efforts by acting through all drivers in order to create private sector jobs. Structural reforms have been introduced in order to improve higher education, professional training and to ensure that education meets the requirements of the job market. Other initiatives are being implemented in order to ensure the emergence of a dynamic private sector, to develop policies that will encourage economic growth and establish a harmonious social climate between social partners. Furthermore, there is a framework for programming the development under Vision 2035 as well as priorities of the new national strategy 'Djibouti here', the pillars of which are institution, connectivity and

inclusion. Under this economic strategy law, we have the promotion of a digital transformation, strengthening the transparency of support to good governance, promotion of gender parity, empowerment of women and finally the informal sector and its inclusion in the structured economy. The challenge associated with the need to create jobs is topical, and in fact it is a priority for the Government. The Republic of Djibouti is committed to enhancing its human capital by steering investment towards the most promising sectors of the economy in order to have a pool of labour force that can ensure the emergence of 2035 horizon. And finally I hope that the work of this 110th Conference will contribute to the cause of social justice. Thank you very much.

Mr Igor Zubcu

Worker (Republic of Moldova)

On behalf of the delegation and trade unions of the Republic of Moldova, I would like to greet all the Conference participants, which this year has addressed an extremely important topic for workers: decent work, social economy and solidarity. We believe that ensuring decent work is more relevant than ever in the context of the pandemic that has eroded the well-being of the workers but also of the war in Ukraine to which we cannot be indifferent. In these circumstances, it is necessary, as never before, to promote social dialogue that contributes to economic recovery and to increase workers' rights and guarantees. Through joint efforts, the social partners of the Republic of Moldova have managed to relaunch the work of the National Commission for Consultations and Collective Bargaining, including signing in October 2021 of a new country programme on decent work between the ILO and the Republic of Moldova for the years 2021-2024, contributing to inclusive and productive employment for young people, effective protection at work and effective social dialogue. In this way, I would like to thank the ILO for its technical assistance and support for improving the national legal framework and promoting the principles of decent work in the Republic of Moldova. Together with the employers and the Government, we have managed to increase and equalize the minimum wages for both the public and private sectors so as to ensure purchasing power in the conditions of alarmingly rising inflation due to the energy crisis and the armed conflict in the neighbouring country. The next step is to change the legal framework for setting a minimum wage in the country, which we trade unions propose to be established through collective bargaining. Without ensuring a continuous increase in wages, we will not be able to prevent the exodus of the population from the country and contribute to reducing poverty. A challenge for the social partners remains the informal economy and the underreporting of wage incomes that make informal workers more vulnerable and jeopardizes the sustainability of the social security system. We are firmly convinced of the need to develop a policy document containing measures to reduce this phenomenon. However, without the connection of the national legal framework in the field of labour inspection, combating the informal economy and ensuring the observance of employees' rights to safe and harmless working conditions is impossible. Although, at the beginning of 2021, the functions of the State Labour Inspectorate were restored as a body for the control of occupational safety and health and for the investigation of accidents at work, this structure still faces several limitations that contradict the international standards ratified by the Republic of Moldova: ILO Conventions No. 81 and 129. In this regard, I would like to mention the importance of respecting international labour standards, all the more so since this is stipulated and also in the Association Agreement between the Republic of Moldova and the European Union. In this regard, social dialogue needs to be respected and

strengthened in order to promote decent work for all. Thank you for your attention and wish us all good luck in achieving the goals that we have set.

Mr Andrés Fostik

Employer (Uruguay)

Chair, the Director-General of the ILO, in his report to the Conference, points out that the world in general and the world of work in particular face multiple challenges of the greatest gravity which bring danger and questioning of the capacity and commitment of the international community to deal with them. This reality mentioned by the Director-General calls on us to a certain extent and leads us to respond and to ask whether the procedures, the decisions and what we do as governments, workers and employers here at the ILO actually promote its objectives and achieve them. On the one hand, we can see that the ILO is still the final instance to which workers and employers can appeal and turn to have their fundamental rights and the principles that defend them defended. On the other hand, apart from this work of control and supervision carried out by the ILO, it also is a paramount labour parliament of the world. And we can see that in both of these functions, both in the supervision of basic standards of work as in the overarching parliamentary role of this organization, there are openings to improve the way it works. As far as the control of fundamental standards at work is concerned, by way of example, we could mention a case related to my country, Uruguay. In 2010 the ILO made some observations, pointing out a significant lack of compliance with fundamental labour Conventions, and 12 years went by since the judgement of the Committee on Freedom of Association. Draft legislation has now been presented which tries to address some of the observations, but we think that despite that, the time that has gone by is really scandalous. And we see this happening again and again in similar cases. As far as the parliamentary labour of the ILO is concerned, that is of basic importance. It is unique and it is relevant for the world of work. And we can see that there too there are opportunities to improve the way things are done. We have the view that there is an overregulation of labour, of work, which makes it difficult to actually protect the rights that we are seeking to protect. In a way, we can see a deficit in the implementation of appropriate standards which will work for employment, of standards which will at the same time protect rights and allow business to develop. Approving a new declaration or a new convention every year does not resolve the problems. That is quite clear. We can see that. And if we ask if doing that does not make us appear to the world as an institution which needs to get closer to a changing reality, it expects a different kind of response from the ILO. And there are some examples which show you the need to think of new ways of doing things and to think if the way we are doing things is up to date or if we need to look for new alternatives. The governments, workers and employers that take part in the Conference, and the Office itself, have an opportunity to think things over and to substantially improve the way they do things to take steps to make a contribution to constructing a forum where bridges will be built, where conflict will be avoided, where we have more development and better businesses and where the workers live with the dignity that is their due. Thank you.

Mr Andrea Orlando

Government (Italy)

It is a great honour to take part, albeit from afar, in the annual ILO Conference, which is a key moment during which to renew a sharing of ideas and social dialogue on the topics of employment and social protection. I would like to first express my appreciation over the important result of having successfully included the protection of healthy and safe working conditions in the framework of the fundamental rights and principles of the ILO. The resolution set to amend the 1998 Declaration on Fundamental Principles and Rights at Work can rely on Italy's solid support. The labour market today battles with increasingly complex challenges made even more urgent by the effects of the pandemic, the numerous conflicts in progress, including the Russian aggression against Ukraine and the many transitions, starting with ecological and digital. Social dialogue and international cooperation are essential tools. We are now called to launch a new season of employment policies able to stay one step ahead of the changes and interpret the needs of workers and enterprises and effectively respond to the many transformations facing us expressly referred to by the Centenary Declaration for the Future of Work. The construction of a modern, inclusive, sustainable labour market must first and foremost enhance the skills and active participation of women. Our efforts aim at definitively eliminating all forms of obstacles and discrimination. The success of this strategy also depends on the development of adequate social infrastructures, an aspect to which the Italian Government is very actively committed. The aim of guaranteeing decent working conditions also involves protecting suitable salary levels and constantly striving to prevent and fight undeclared work. These challenges demand constant action by governments but also permanent forms of social dialogue. The promotion of virtuous behaviour in fact requires the active involvement of the social parties and the acknowledgement and appreciation of the role played by collective bargaining. I should at this point mention the Italian experience in the implementation of the national plan to fight illegal recruitment and exploitation of labour in agriculture with the technical support of the Rome ILO Office, whom I would like to thank. Making the world of labour more modern and inclusive means fostering the full involvement of the most vulnerable, guaranteeing autonomy and the participation of the disabled and enhancing the contribution made by migrant workers. In order to achieve these goals, we have reformed the active employment policies and at the same time strengthened employment services at local level. Training is a central topic and should accompany people throughout their lives. Inclusive training is the aim, which can support workers during transitions and help procure employment opportunities. Special attention should also go to the young women and men who should be supported for their inclusion in the labour market and for their professional development, including through apprenticeships. On these topics, the ILO has always stood alongside our countries, elaborating international tools that can interpret the changes and address them with suitable solutions. And it is in this context that I believe that the International Training Centre of the ILO in Turin can be enhanced yet further as a capacity-building platform for governments and social parties. As acknowledged by the Centenary Declaration, a contribution that should be appreciated is that made by the social economy to generate decent work, productive employment and better standards of living. Dear colleagues, it is precisely during these times of crisis and transformation that the ILO's mission can be truly pursued to guarantee workers a system of universal protection and decent living conditions for all. Thank you and have a productive session.

Ms Mariya Mincheva

Employer (Bulgaria)

Dear President, distinguished delegates, ladies and gentlemen, in the last two years the world is going through unprecedented consecutive crises. We are very concerned about the current geopolitical situation that is already transforming the international trade, not necessarily in the right direction. We hope the future will be shaped by wise decisions so we can achieve the shared blueprint for peace and prosperity for people and the planet, now and for the future. The Director-General's report this year is focused on the least developed countries. Undoubtedly, in the final decade of the implementation of the UN's 2030 Agenda, the least developed countries have a key role. In addition to the usual obstacles in their development, we must also take into consideration the fact that the more developed countries, including mine, Bulgaria, have managed to support and help their businesses and citizens to overcome the crisis, which is more difficult for the least developed countries. We believe that productivity, informality and skills development, which are key priorities for employers, remain predominate challenges. There must be a strong commitment to prioritizing sustainable growth based on promoting entrepreneurship, conductive business environment and sustainable private enterprises that can create productive employment and decent work. Reliable infrastructure and connectivity are also crucial to unlocking prosperity and opportunities. Significant investments in education and training programmes that build up local skills in science, technology, engineering and mathematics are also needed. However, we believe that assistance in the above-mentioned important areas should be bound with climate change mitigation. Cooperation and partnerships are crucial to create the appropriate condition for the LDCs to achieve energy transition. The pandemic, the war in Ukraine and their economic effects, rising energy and raw material prices, disruption of supply chains and high inflation severely hit our economies and people's daily life. To avoid a damaging wage-price spiral, the push for wage increase policies should be carefully assessed. We regret to note that despite Bulgaria has ratified the ILO Convention 131 on minimum wages, we still lack the economic criteria set in our national practices for defining the minimum wage. Our strong belief is that the response to strengthen peoples' purchasing power must be to implement a proactive growth agenda that supports the competitiveness of companies. There cannot be social dimension without a sound economic foundation. The pandemic gave a strong impetus to digitalization and accelerated positive developments in the world of work which otherwise would have taken years. Telework and flexible working hours made it possible for millions of people to keep their jobs and companies running their business in times of a pandemic. This would not be possible if digital solutions brought by businesses were not already in place. The emergence of new business models and innovative services, such as digital platforms, created many opportunities for consumers, businesses, workers and the self-employed. Especially in times of crisis, we must not forget that competitiveness and higher productivity based on skills and knowledge remain a sound recipe for maintaining and enhancing the well-being of our societies, and it should be used in implementing and achieving the goals laid down in the UN's 2030 Agenda for Sustainable Development. Thank you for your kind attention.

Mr Damien English

Government (Ireland)

Good afternoon. I welcome the Director-General's final report and his focus on least developed countries. Those living in LDCs face unique challenges. Our collective efforts in addressing those challenges are framed within the Doha Programme of Action. Accelerated action in LDCs is essential to the achievement of the Sustainable Development Goals. Agreement on these shared goals was achieved in 2015 with co-facilitation from Ireland and Kenya at the Third International Conference on Financing for Development. This was a pivotal moment where the world was able to coalesce around a shared vision of a better future for all. We also signed up to a shared goal to leave no one behind in our efforts. COVID-19 has negatively affected the achievement of the Sustainable Development Goals, especially for those furthest behind. 255 million full-time jobs were lost in 2020 during the pandemic, some 77 million more people are living in extreme poverty than in 2019, and in just two years the number of food-insecure people has doubled to 276 million today. The world finds itself in a very difficult and unpredictable situation. The volatile international context is marked by geostrategic tensions, deep and growing global mistrust as well as rising levels of inequality. This is fuelled by multiple threats including rising food insecurity, an energy crisis, climate change, COVID-19 and escalating conflict. It is, of course, exacerbated by Russia's war on Ukraine. The Irish Government remains resolute in solidarity and support for Ukraine and reiterates the call on Russia to cease all hostilities immediately and to withdraw from Ukraine unconditionally. Delegates, it is timely that the ILO report focuses on the LDCs. The LDCs make up 14% of the global population, but account for only 1.3% of global production, 1.4% of global foreign direct investment, and under 1% of global exports. We need to do more to improve these statistics. This report urges us to push beyond business as usual to agree on innovative and effective support measures. We need to work together to mitigate the economic impact of COVID-19 and the war on Ukraine. Recovery from the pandemic has been uneven and incomplete. With the benefit of much greater fiscal capacity and access to vaccines, the advanced economies have bounced back quickly, but this is not the case in many of the LDCs, so new and innovative financing instruments are needed to be accessible. Official development assistance remains an important source of financing for LDCs, and Ireland is committed to increasing it. Ireland's allocation to official development assistance for 2022 has for the first time exceeded €1 billion, a 20% increase on last year's allocation. Social protection is a critical enabler of all processes of significant change at work. Ireland strongly supports social protection development and has been a key partner with the ILO in this area in a number of LDCs. Director-General, your report highlights the significance of the multilateral system. LDCs are key partners in ensuring a more resilient and safer world. Effective, values-based multilateralism is key to achieving the Sustainable Development Goals. There is a need to facilitate LDC participation in global trade. The EU is making a positive contribution via the Everything But Arms trade regime and Aid for Trade support. LDCs face many challenges, including access to vaccines, rebuilding health and education systems, financing social protection, adapting to climate change and enhancing investment for jobs and prosperity. Our efforts must focus on solutions and the accelerated implementation of the Doha Programme for Action. So, Chair, just to finish with a quote from Seamus Heaney, an Irish Poet, "Even if the hopes you started out with are dashed, hope has to be maintained." Thank you.

Mr Joseph Farrugia

Employer (Malta)

[vgr INAUDIBLE 0:21] which assumes that following a period of crisis, the world will settle at some form of stability. Yet the experience of the past few years points towards an ever-shifting environment with change being the only constant. The human experience across the globe is becoming increasingly interconnected, with developments in one area sending ripples across the economic, socio-political and natural environment that connects all of us. Malta has weathered the brunt of the COVID crisis through well-designed fiscal interventions that managed to retain people in employment. This resulted from a successful tripartite effort that minimized the adverse impact of the pandemic on workers, enterprises and society in general. Social dialogue will continue to play a key role in addressing many issues arising in the labour market, amongst them a shortage of labour in many sectors, the need for economic transformation, digitalization, emerging forms of employment relationships and work organization. Also, our governance structures have to be supported by strong enforcement. Social partners need to share a common effort to ensure that these transitions work in the mutual interests of employees and companies. One of the immediate threats currently facing our economy is inflation. Although the full inflationary pressure of increases in the price of energy and basic commodities is being suppressed through government subsidies, enterprises are still being affected by rising costs of materials and wages. The strengthening of social dialogue through free association and capacity-building is paramount in designing growth pathways that reconcile economic imperatives with well-being. This is a great challenge in a small island economy with a high population density and limited natural resources. The success of such dialogue strongly depends on having a global perspective given the openness of the Maltese economy and its exposure to international events. The Sustainable Development Goals set up in 2015, together with the ILO Centenary Declaration, provide optimistic and interlinked goals that shine against a bleak backdrop of contemporary realities. More people in the world are living in extreme poverty and experiencing hunger than there were a few years ago. Such developments cannot be perceived to be just regional issues as their ramifications are experienced everywhere. We see them in Malta through the migration flows across the Mediterranean. The Russian invasion of Ukraine, besides being an existential threat to Ukrainians, is a humanitarian disaster that has disrupted supply chains everywhere, presenting the danger of a food crisis that may result in inflationary effects in some countries and famine in others. Looking at this dreary scenario, one cannot help but support the appeal made by the ILO Director-General in his report where he states that the intent must be to rescue the Sustainable Development Goals, not to abandon them. In as much as one can draw parallels between the current global crisis and the image of apocalyptic horsemen spreading war, famine, death and pestilence, the SDGs offer a beacon of hope for all humanity to achieve a better and sustainable future. The Declaration of Philadelphia, signed in 1944, which establishes that poverty anywhere constitutes a danger to prosperity everywhere perhaps rings more true today than it ever has. The ILO's relevance is as strong as ever as it stands for a tripartite effort aimed at creating an enabling environment that generates decent work as a means of eradicating poverty and conflict. In conclusion, I would like to thank Mr Guy Ryder for his strong leadership during the past ten years and wish Mr Houngbo a successful tenure as ILO Director-General. Thank you very much.

Mr Ruben Sargsyan

Government (Armenia)

Excellencies, distinguished delegates, ladies and gentlemen, it is my pleasure and honour to convey this short video message on the occasion of the 110th Session of the International Labour Conference. On behalf of the Ministry of Labour and Social Affairs of the Republic of Armenia, I would like to greet all participants and thank the secretariat of the ILO for the excellent organization of this event. The International Labour Conference is the key platform for reflections on the promotion and reinforcement of the ILO's four strategic objectives on promoting jobs, guaranteeing rights at work, extending social protection and promoting social dialogue, especially during these difficult times for the international community. Armenia values its long-lasting productive cooperation with the ILO in the areas of promotion of labour rights and social protection. Taking this opportunity, I would like to repeat the commitment of the Government of Armenia to continued result-oriented cooperation with the ILO and all international partners aimed at consistent reforms to foster labour rights, sustainable employment and decent work for all in line with international standards. Ladies and gentlemen, the COVID-19 pandemic has adversely affected the global economy, with the most vulnerable being hit the hardest. Millions of people lost their jobs. Small and medium enterprises were affected mostly. Armenia could not stay untouched by the destructive consequences caused by COVID-19. In the midst of the pandemic, on 27 September 2020 Azerbaijan decided to take advantage of the global vulnerabilities caused by COVID-19 to unleash aggression against Nagorno Karabakh, committing a gross violation of international human rights law and international humanitarian law, executing atrocity crimes against the civilian population and causing long-lasting humanitarian consequences. Around 90,000 people were displaced from Nagorno-Karabakh, and more than 38,000 of them are deprived from the right of adequate housing and means of subsistence since their places of residence fell under the military control of Azerbaijan. Despite numerous challenges, a number of activities are currently being carried out and envisaged by the Government of Armenia within the framework of its cooperation with the ILO, and I would like to briefly mention some of them. A five-year Decent Work Country Programme is in progress. A draft envisaged large-scale amendment to the labour code has been developed and is circulated among the stakeholders. With the support of the ILO, activities are carried out to introduce the institution of out-of-court settlement of labour disputes. Armenia started the development of a new employment strategy. Armenia has also launched an ILO project on Promoting Implementation of Labour Rights in Armenia Together. In conclusion, I would like to highlight that only consistent hard work and joint efforts by all stakeholders can help shape the way to address current challenges facing us all today and to ensure health and safety at work, social justice, decent work and a prosperous society. I wish all delegates fruitful discussions. Thank you.

Ms Liliana Ocmin

Worker (Italy)

Chair, Director-General, distinguished attendees. This Conference is starting at a crucial time for the world. The pandemic of COVID-19, the increase of armed conflicts, including the Russian invasion of Ukraine, and climate change are causing the greatest depression since 1929 which is having devastating effects on health, economy and the

social situation of people, especially in the poorest countries. And it is women and young people who are paying the highest price. As the Director-General underlines in his report to the Conference, there is an indissoluble link between peace, democracy and social justice, so we share his concern. Apart from that, for more than 20 years now the Conference has been discussing and placing on the agenda the dramatic situation of workers in the occupied Arab territories. We can also see with great concern the nefarious effects of the new dictatorship in Myanmar which is trying to do away with democracy and basic human rights with arrests, extrajudicial executions and crimes against humanity making it possible for multinational companies and more than 100 fashion labels to violate these rights of freedom of association and negotiation and making it possible to impose slave labour. Due diligence is not possible in these conditions. In the last few months, Europe and poor countries have been suffering from the effects of the war in Ukraine, with an extremely grave humanitarian, food, energy and financial crisis which is leading to an increase in human trafficking, forced labour, child labour and an increase in humanitarian migration. It is urgently necessary to set up an extraordinary plan of international institutions, governments and the social partners for peace and social justice, including the Doha action programme to orient and address the great changes in the world of work that have been brought about by technological, climatic and demographic change and by global supply chains with a greater risk of isolation and exploitation for migrant workers. Together we need to try to implement innovative solutions leaving nobody behind, guaranteeing everyone decent work and stopping the advance of the informal and hidden economy in all sectors through new employment policies as set out in the report being discussed in this Conference. At the same time, it will be essential to promote social protection systems that can fight poverty and vulnerability in work, getting rid of and preventing child labour, not just through the ratification but above all through the implementation of the two Conventions, 138 and 182, combining them with a system of continuous training and implementing public policies which will create good conditions for decent work and safe work. The three central issues of this Conference, health and safety, apprenticeship and the social and solidarity economy, are very strongly interrelated and should be addressed with a strong focus on empowerment for young people and women. In this sense, CGIL CISL UIL think it is a historical milestone that has been reached in the resolution on the inclusion of the right to health and safety in work in a 1998 ILO Declaration on Fundamental Principles and Rights at Work. It is also important to refer to the two basic Conventions, 155 and 187. In Italy, we are proud to host the training centre of the ILO in Turin. This is a fundamentally important body for the world of work. The Italian confederations are committed to keeping it public in the framework of the proposed reform to continue with onsite activities, professionality and the modernity of the structure, aiming to train the constituents about rights and standards at work. Finally, on behalf of CGIL CISL and UIL, I would like to thank the outgoing Director, Guy Ryder, for his long and continuous commitment over these years and express my best wishes for the new Director-General, Gilbert Houngbo, and wish him every success in his work. Thank you.

Ms Yolanda Díaz Pérez

Government (Spain)

Chair, delegates, colleagues, I would like to start this contribution to this 110th [vgr INTERRUPTION 0:29] for workers across the world. I would also like to congratulate the new Director-General, Gilbert Houngbo, and offer him our active

cooperation to set up a new social contract which will address the Global South and protect social majorities in the framework of the digital and climate transition. I will say it here loud and clear [vgr INTERRUPTION 1:22].

Ms Mara Ngoma

Employer (Zambia)

The Conference President, Vice-Presidents, Director-General of the ILO, distinguished delegates, thank you for allowing me space to make some remarks on the reports of the Director-General and the Chairperson of the Governing Body. The report has, among other things, outlined the negative effects of the COVID-19 pandemic on the labour market and specifically the fact that a number of jobs were lost and that those who remained in employment experienced a deterioration in their income. As employees could get infected with the COVID-19 virus either away from work or while at work, it also became a challenge for employers to know the source of the infection. The workplace was no longer a safe place, and even where it became clear that certain employees got infected while at work, it was not clear whether such cases could be treated as occupational diseases that could attract compensation through the Workers' Compensation Fund Control Board or not. This has remained an issue that needs to be addressed as workplaces became unsafe even in companies with policies on safety and health based on national laws as guided by the 17 ILO Conventions related to occupational safety and health, including Convention 1981, No. 155. To this effect, we commend the ILO Governing Body for their recommendation to place on the agenda of this 110th International Labour Conference an item concerning the inclusion of safe and healthy working environment in the ILO's framework of the fundamental principles and rights at work through an amendment to the 1998 Declaration. This is greatly appreciated as it entails that issues of safety and health will be treated with the priority that it deserves. Distinguished delegates, the past is gone. It is time to look at the present and the future in terms of our interventions that must help in the recovery of the lost jobs by pursuing a job-rich recovery agenda with particular attention to industry policies that sustain enterprises at national level among other strategies. As employers in Zambia, we welcome the 2021 Global Call to Action for a human-centred recovery approach with a view that countries should put full employment and decent work, the needs of the most vulnerable, those hardest hit by the pandemic, support for sustainable enterprises, job and income at the heart of the gender-responsive recovery strategies in line with national priorities. Distinguished delegates, skills development becomes one of the critical components on the recovery path to sustainable employment, especially for the youth and women who are reported to have been hard hit by the crisis. In this regard, we welcome the on-going discussions in the Standard-Setting Committee on apprenticeship which is aimed at providing guidance to Member States on mechanisms for developing quality apprenticeship programmes. We strongly believe the apprenticeship programmes will be one of the mechanisms for employment creation, either through entrepreneurship or wage-based employment as one of the routes towards employment recovery. In regard to the overview of results achieved in countries on account of the 2020 and 2021 Programme and Budget, we wish to commend the office for the positive achievements recorded, in particular by achieving 896 results in 151 Member States across the eight policy outcomes. We commend the office for exceeding the target set by 3% and 4% over the targets related to increased institutional strength, resilience, service provision and capacity for advocacy of employers' and business membership organizations and workers' organizations. We look forward to more capacity-building

projects and involvement of the ILO constituents in project implementation in the field offices. Thank you.

Ms Jovanka Trenchevska

Government (North Macedonia)

Dear ladies and gentlemen, it is my honour and pleasure to address the International Labour Conference on behalf of the Macedonian Government. This Conference is taking place in the middle of the worst crisis the world has seen since the Second World War. The pandemic of COVID-19 and the ongoing war in Ukraine represent a challenge to all of us. We all feel the uncertainty in the face of the unfolding crisis, and we all struggle to find solutions for the problems that are becoming bigger and bigger. This crisis continues to stretch Macedonian institutional capacities and finances. The economy and the labour market are exposed to high risks that threaten the livelihood of the people. Additionally, the continued delays with the start of European Union accession negotiations are disappointing and lead to a decrease in the support for EU integration, both in the region and in my country. The experience from the first two years of the pandemic emphasized the relevance of and need for functional social dialogue and proactive engagement of the social partners. In North Macedonia, the level of social dialogue increased during this period. The intensity of social dialogue increased, with regular sessions of the Economic and Social Council as well as direct dialogue through meetings within the policy working groups. Driven by a common goal to mitigate the impact of the pandemic, the social partners engaged in more constructive consensus-building social dialogue. In the recovering period, the council continued to also engage the employers' organizations and the trade unions that are not formally its members. The Economic and Social Council was utilized in a strategic manner, engaging the social partners as proactive allies in the creation of the anti-crisis measures. Just recently, faced with the declining living standard and after negotiations in the Economic and Social Council, the Government has substantially raised the minimum wage by more than 18% in February 2022. This measure covers around 17% of the workers in the country. I am proud to say that the Macedonian Economic and Social Council is the first one to apply the new ILO self-assessment methodology for social dialogue institutions. Ladies and gentlemen, now is the time for action. First of all we call for an immediate end of the war in Ukraine. Peace must prevail. Then we must engage in meaningful dialogue among nations on the ways out from the finance, food and fuel crisis and ensure that no one is left behind. In this dialogue, voices of the workers and employers must be heard. Only through social dialogue can we come out with sustainable and lasting solutions. My government is ready to do its part. We will continue, together with the trade unions and employers' associations, to fight this crisis, secure decent work and social justice. Thank you. Vi blagodaram.

Mr Mohammed Hassan Alobaidly

Government (Qatar)

Your Excellency, Dr Ali bin Samikh Al Marri, the Vice-Chairperson of the Conference and head of this plenary session, your Excellencies, ladies and gentlemen, heads of delegations, peace upon all of you. I would like to start off by presenting our congratulations to the President of the Conference and his vice-chairpersons on being elected to the 110th ILC and wish them all the success in their work. And I would like

to thank the Director-General for his report of this year on the LDCs, the crisis, structural transformation and the future of work, which is an urgent topic given the fact that we have been given the successive crises that we have seen following COVID-19, and particularly in the LDCs, those countries that are going to falter behind, and in light of the Doha Programme of Action for the LDCs to support the structural transformation of LDCs in order to support decent work through multilateral cooperation. The Report of the Director-General has covered the various working conditions in LDCs and has tackled the various prospects for structural transformation through the adoption of national strategies that aim at economic diversification and competitiveness that are solutions that can be adopted in terms of bolstering technology, digitalization and transfer to the green economy while underlining the importance of comprehensive social protection. Qatar is very proud to be hosting the Fifth UN Conference for the LDCs in March 2023. Qatar will make all its efforts to ensure the success of that conference in order to help LDCs to achieve their sustainable and comprehensive development. Qatar has gone a long way ahead in the implementation of its 2030 National Vision and its sustainable strategy for sustainable development that aims at economic diversity, sustainable development that is favourable to the environment and a full-fledged social protection programme. The technical cooperation programme with Qatar has been very successful. It has provided some innovative and constructive solutions that would implement change on the ground to improve the working conditions of the immigrants or of the migrant workers. It has become a model in the region, and this reflects the Director-General's report that has underlined the fact that the main role of the ILO and its programmes is to underline decent work. I would like to commend the Report of the Director-General on the situation of the workers in the occupied territories that has unveiled the deterioration of their conditions following COVID-19 and the constant violations of the occupation and expansion of settlement activities. This requires that we all continue to pressurize the occupier to fulfil its commitments under international humanitarian law. Thank you.

Mr Nozim Khusanov

Government (Uzbekistan)

Dear Vice-President, dear Mr [vgr INAUDIBLE 0:34], ladies and gentlemen, first of all, I would like to thank Mr Guy Ryder for his support in effectively implementing key reforms in Uzbekistan's labour market and congratulate Mr Gilbert Houngbo on his election to the position of ILO Director-General. Let me greet all participants of the 110th Session of the International Labour Conference, which is being held offline for the first time since the coronavirus crisis. In recent years, as a result of the systemic reforms carried out under the leadership of President Shavkat Mirziyoyev, the human rights system in Uzbekistan has reached a new level of development. One of the most important among the ongoing reforms is strengthening the labour relations system. The ILO provided full support in transforming the labour market of Uzbekistan and promoting decent work, full and productive employment. Now I would like to mention some fundamental initiatives in Uzbekistan's labour market which were implemented in cooperation with the ILO. Firstly, work has been done to implement fundamental principles and rights in the world of work. In particular, our country has ratified 19 ILO Conventions and the Protocol to ILO Convention No. 29. Taking into account ILO recommendations, a new version of the law on employment of the population was developed and adopted last October. Moreover, a new version of the labour code of Uzbekistan has been developed, which is currently being considered and expected to

be adopted soon. Secondly, we have taken and implemented measures in all key areas, as a result of which Uzbekistan had completely got rid of the systematic child and forced labour which continued for 11 years. Thanks to the strong political will of our Head of State, Shavkat Mirziyoyev, we were able to achieve key results in ensuring human rights and eradicating forced labour and child labour. I would like to note that since 2013 the ILO had carried out third-party monitoring on preventing child labour and forced labour in the cotton sector. According to the monitoring report there has been no systematic forced labour in Uzbekistan in these last five years. Thanks to these achievements, we have strengthened the position of Uzbekistan in international ratings, including in two main annual reports of the US State Department and Department of Labor. Moreover, the Cotton Campaign coalition announced the lifting of its cotton boycott against Uzbekistan in March this year, which was continuing since 2009. I would like to take this opportunity to thank the ILO for facilitating this progress. Thirdly, active work is being carried out in the field of developing professional skills and competencies and training of employees, which is necessary for successful labour activity and for a decent wage. Currently, more than 50 occupations which are in demand in labour market are being studied in 60 vocational training centres of our ministry. Fourthly, in accordance with the presidential decree, we are implementing a system of safe, organized and legal labour migration in our country. For this purpose, we pay special attention to the professional training of our migrants before they go abroad. In this sphere, we provide training on 30 occupations and five foreign languages in our centres. Fifthly, in 2021 we have signed a new Decent Work Country Programme for 2021-2025. In cooperation with the ILO, we have developed a road map for implementation of this Country Programme, which is expected to be approved soon. Dear participants of the Conference, I would like to note that the ILO is a key partner of Uzbekistan in reforming the labour market. In conclusion, I would like to emphasize the relevance of today's event and express gratitude to all speakers for their unique experience. Thank you.

Mr Chishimba Nkole

Worker (Zambia)

Dear Chairperson of the International Labour Conference and all distinguished delegates, I am glad for the opportunity to speak in the plenary of the 110th Session of the International Labour Conference. I congratulate the Director-General for the success of this Conference while realizing the challenges of meeting in this manner for the past two years on account of the COVID-19 pandemic. We recognize that during the difficult time of the COVID-19 pandemic the Governing Body had the special mandate to facilitate for the election of the new Director-General for the ILO. As a result of effective coordination, the Governing Body eventually elected Mr Gilbert Houngbo as the 11th Director-General of the ILO. We congratulate Mr Gilbert Houngbo for his election, and we also congratulate him for being the first ILO Director-General from Africa. We pledge our support and wish him all the best. Equally, we congratulate the current Director-General, Mr Guy Rider, for the milestones achieved during very difficult times. We appreciate that the Governing Body has continued to set a relevant agenda for the ILO and its constituents in a global world characterized with widespread inequality and social vulnerability. The Report of the Director-General provides the background to the agenda issues that clearly speak to the reality of the global labour market and challenges facing our individual countries. We recognize the fact that the Report of the Director-General provides information relating to the devastating impact of the COVID-19 pandemic that globally destroyed the equivalent

of 255 million full-time jobs. Therefore, a few gains recorded towards attainment of the UN Agenda 2030 for Sustainable Development were reversed on account of the COVID-19 pandemic. For this reason, we agree with the Director-General's report by placing emphasis on the need for leaving no one behind as an overarching intent of the 2030 Agenda for eradicating poverty. We are slowly coming to the realization that the current world economic order continues to perpetuate inequality and vulnerability despite all efforts to attain social justice through the application of ILO Declarations, Recommendations and Conventions. It is in this light that economic policies must consider the centrality of decent employment as a tool for inclusion and eradication of social vulnerability everywhere. For this we emphasize the need for decent work with living wages by setting up minimum wages, social protection floors, promoting collective bargaining and strengthening social dialogue platforms. We also support the notion of apprenticeship as a necessary path for sustained skills development in response to the skills challenge, especially in less developed countries. However, there is a need for broader consideration to establish appropriate mechanisms to ensure protection against exploitation, especially in least developed countries. As for global peace and resilience, we would wish to reiterate the ILO's founding principles to reflect the belief that universal and lasting peace can be accomplished only if it is based on social justice and emphasizing the centrality of human rights to social policy. In this regard, we strongly condemn the war in Ukraine while recognizing that globally our brothers and sisters are dying every day all on account of human greed. For this, we reiterate that war anywhere in the world is a threat to global peace. As such, we condemn any kind of war anywhere while placing emphasis on social justice as an overarching principle to attain lasting peace. Thank you very much.

Mr Stephen Mc Clashie

Government (Trinidad and Tobago)

Mr President, I am pleased to bring greetings from the Republic of Trinidad and Tobago to this year's ILC. The pandemic has exacerbated several existing inequalities among and between countries with least developed countries being particularly impacted. To this end, I thank the ILO Office for preparing a very comprehensive and insightful report. The challenges faced by LDCs are not dissimilar to those which plague small island developing states such as Trinidad and Tobago. Most notably, heavy reliance on trade and tourism, the overrepresentation of women in certain forms of work, vulnerability to climate change and high levels of informality in the labour market are all familiar pathways which can lead to situations of fragility. We advocate therefore for a high-level discussion among social partners on the needs and realities of LDCs and on an appropriate ILO strategy focused on assisting the most disadvantaged economies in the aftermath of the crisis. We must take decisive action to ensure economic and social recovery from the crisis that is fully inclusive, sustainable and resilient. The ability of LDCs to recover is restricted in the light of limited financial and non-financial resources. As the Report of the Director-General sets out, addressing structural transformation in this context of future of work is key to building resilience in the face of multiple crises. In this regard, I am pleased to inform the Conference of two initiatives being pursued by this country which we envision will promote structural transformation, thereby facilitating recovery from the multiple crises and addressing challenges related to the future of work. The first initiative is the Community Recovery Committee. This committee was established in 2020 and is tasked with the responsibility of developing and implementing sustainable working solutions that address issues affecting at-risk communities. And second, the

post-COVID-19 Roadmap to Recovery for Trinidad and Tobago. This roadmap was developed by a committee which was established in April 2020 to guide the Government's action as the country navigates changing global, regional and national circumstances and a new normal. We are currently in Phase 2 of our Road to Recovery programme. Government, in collaboration with social partners, must continue to focus on the welfare of the working population as we remain aware of the impact of labour on families, communities and countries. I take this opportunity to express our deep appreciation and gratitude to Mr Guy Ryder for the work accomplished as ILO Director-General over the past decade. We wish him the very best in his future endeavours. In this vein, I also wish to congratulate the incoming Director-General Mr Gilbert Houngbo on his election. Trinidad and Tobago sincerely looks forward to the continued collaboration with the ILO under Mr Houngbo's leadership. I thank you.

Mr David Acuña

Worker (Chile)

Greetings to the Chair, the bureau and all the international delegations. We appreciate the Director-General's report which expresses the complex situations the world is going through as a result of the health, economic and social crises. After two years of pandemic with COVID-19, we would like to recall all those who have died: workers, their families, and particularly union leaders. Our country is going through profound transformations. The social uprising in Chile demonstrates the consequences of savage neoliberalism that have been installed in our country with a cost for our society, with mutilation, the loss of vision or even life and hundreds of young people in prison. However, the democracy that came out of these movements obliged political parties to agree to get out of this crisis in an unprecedented way, and we are going to be voting on a new democratic constitution with social justice, leaving behind the heritage of the darkest year of our country. On 4 September we will have the opportunity to approve a constitution which will establish decent work as a fundamental social right. We are going to be putting all of our energy into mobilizing for the approval of a new constitution. We are aware that the power of capital will be working for the opposite. As labour relations changed and working places changed as well, automation arrived, and now there are fewer people working in businesses than there were two years ago. There is more informality, and we see that is the situation of platform workers. And we have left behind a government that left effective tripartite dialogue to the side and repressed the people. A new political age has opened in Chile with a new government. And a few days ago there was a new legislation on the minimum wage, a product of negotiation with the workers, an increase of 14.5, the biggest nominal increase in the last few years. We welcome this advance, and we are going to make sure that the programme that has been proposed is going to be implemented. We are moving steadily towards the creation of a salaries policy whose objective is that anyone who works will have enough to live on. We very much believe in the tripartite conception of labour relationships which is addressing challenging goals in the framework of social dialogue which is the fundamental pillar of the Chile that is being born, with strengthened dialogue with the participation of the main players in an upper labour council created by the ex-President where we are looking to create a new pension system as a pillar of social security and have sent to Parliament the ratification of Convention 1. And possible irregularities in the price of food, and there is also a new benefit. We need to have a better distribution of riches, and we welcome the proposal to draw up legislation on collective negotiation at a sectoral and multilevel level. All of this presents us with new challenges. It all has to be paid for, and

that means that taxes need to be addressed. This should not all be paid for by the workers. It has to be paid for by those who have the money. Where the few people who have most money, let the superrich pay taxes. In our country we also have more work to be done in the world of work, in the private sector and in the public sector. The former Government weakened and violated freedom of association. There was a loss of benefits and it was possible to be victimized just because of your union leader, and we saw a violation of fundamental rights of workers during the pandemic. Now we are seeing that we are in a new position of hope. We have valid interlocutors in the ILO. Unionism is essential for democracies because they are the voice of the weakest. Thank you.

Ms Sonia Leguizamón Rojas

Worker (Paraguay)

Mr Claudio Moroni, President of the Conference, Guy Ryder, Director-General of the ILO, Gilbert Houngbo, Director-General-Elect, ladies and gentlemen. It is a great pleasure to be here to represent the workers of Paraguay before this Conference to say the following. We recognize the work that the ILO does in the world of work, of which Paraguay is a part. We therefore think it is absolutely essential to consider everything that the President of the Governing Body has set out in the report and that is in the Director-General's report. As on many other occasions, we have heard and are hearing that the COVID-19 pandemic has been one of the main causes of the desolate state of our societies after this pandemic. And we now reaffirm that this is in fact the cause of many of the ills that afflict us at the moment. We, as workers, value tripartite social dialogue, which helps to overcome many of the social ills that became more acute during the pandemic. Workers, employers and the Government, with the decided support of the ILO were all able to promote social programmes to palliate the problems while people were laid off from work, both formal and informal, with state subsidies which, although they did not actually provide a solution for the difficult social situation that was generated, did however at least make the majority of workers able to take some bread home to their houses. Despite efforts to recover and promote employment, we still have a lot of unemployment in our country. Apart from that, workers are still fighting for freedom of association in the private sector. There is legislation that does not favour workers. There are threats to make work more flexible. There is suppression of safe and stable jobs, rights and benefits of social security, just to mention. We call on all those present to take very seriously the threats to food security that we are seeing. Actual human survival is at stake here. With courage and conviction, we will have to address this challenge so that we can see the light at the end of the tunnel caused by this crisis. Finally, Chair, we hope and plead for a rapid end to the Russian-Ukrainian conflict, this unnecessary war. We still bear the scars of what happened when three countries united against my country to destroy it in the War of the Triple Alliance against Paraguay which devastated my heroic country in the second half of the 19th century. No to war. Yes to peace. Thank you very much.

Mr Johan Danielsson

Government (Sweden)

Thank you. Your excellencies, ladies and gentlemen. The United Nations' 2030 Agenda for Sustainable Development clearly states to leave no one behind. Yet many people are still stuck in vicious circles of low-wage and low-productivity work without

decent working conditions, without access to education, without access to social protection. And the commitment to those furthest behind requires that particular attention is given to their needs. Action must be taken. International solidarity must be mobilized. Let me highlight five topics that are of crucial importance. Firstly, decent and productive work is the best way out of poverty. To work, therefore, together to promote productive employment and decent working conditions as important factors for an inclusive economic development and a means to end poverty is therefore and has to be key in the future. Secondly, a collective voice and collective rights need to be ensured. As many countries face challenges resulting from high levels of informality, the governments, workers' and employer organizations must find ways to make the transition from the informal to the formal economy. And thirdly, friends, gender equality must be addressed. Removing underlying barriers for women and girls can unlock potential and prosperity for all. Evidence shows that economies can only reach their full potential with the full participation of both women and men. And fourthly, access to social protection, it must be extended. Social protection helps people from being trapped in poverty, to cope with crises and shocks, to invest in the education of people and children and to find jobs. And lastly, a safe working environment must be a fundamental principle and right at work. And I want to underline the Swedish Government's strong support for this. Work must be safe for everyone everywhere. I also would like to stress Sweden's strong support for the work and activities of the ILO both in and together with least developed countries. In March, a new agreement was signed between the Swedish International Development Cooperation Agency and the ILO with the overall aim to support women and men in accessing productive and decent work as a way out of poverty. We are looking forward to continuing this important work together. And let me, friends, conclude by condemning Russia's ongoing invasion of Ukraine. The Russian Federation's unlawful and unjustified aggression against Ukraine has not only resulted in a devastating humanitarian crisis, causing large losses of life, massive destruction of infrastructure and immense human suffering in Ukraine, it has also serious global consequences. The current triple food, energy and financial crisis has reversed progress towards the Sustainable Development Goals, limiting prospects for decent livelihoods and decent work globally. The continuing aggression against Ukraine by the Government of the Russian Federation, aided by the Government of Belarus, is grossly incompatible with the aims and purposes of the Organization and the principles governing ILO membership. Thank you for the attention.

Mr Boris Zürcher

Government (Switzerland)

President, Director-General, Your Excellencies, ladies and gentlemen. Switzerland commends the Report of the Director-General. The report is timely and deals with an important matter which is of concern to us all. What is going on in the least developed countries is decisive for the whole world. As emphasized in the report, the least developed countries have the main duty of regulating, owning and looking after their own development. What does this mean for the relevant countries, for the ILO and its constituents? For the least developed countries this means, in particular, focussing all efforts and all action on structural transformation. For us, the national tripartite delegations, this means focussing our work on establishing standards, technical cooperation and research in all employment related areas. The least developed countries have to enjoy support in order to be able to implement legislation and employment regulation. Job creation is the key to success. It is also important to

strongly emphasize the capacities of labour ministries and employer and workers' organizations. For the ILO, this means bringing together its various areas of activity into an integrated strategy regarding the least developed countries. The ILO must help the least developed countries respond to the needs, requiring capacity-building and the establishment of genuine sustainable policies that will support structural transformation. Priority must be given to establishing and developing adequate social protection for all. In parallel, the productivity of the workforce can contribute to social cohesion and to growth and the overall development of the country. Switzerland also feels that it is extremely important that the ILO adopts an institutional approach to improving productivity. Switzerland encourages the ILO to position itself as a flexible learning organization geared to the challenges of the future. The ILO must take upon itself its unifying role by taking the lead in favour of social justice and decent work, in particular emphasizing the opportunities for job creation as well as fair transition. In close conjunction with the multilateral system, the ILO should coordinate its efforts with the UN agencies, international financial agencies and regional groups as well as the IMF in order to promote consistent policies regarding social justice. Switzerland is happy that this assembly provides us with an opportunity to discuss the important matters regarding quality apprenticeship, social and solidarity economy, jobs and the inclusion of safe, healthy working conditions as part of the principles and fundamental rights at work of the ILO. These issues are closely associated with the improvement of productive capacities, strengthening institutional structures and governance. Genuine structural transformation requires an approach combining the development of companies, training, formalization and improving working conditions. I wish to assure you of the unswerving commitment and support of Switzerland, both to the ILO itself and to its work in favour of the least developed countries. Thank you very much.

Mr Juan Ramón Lira Ioayza

Government (Peru)

Chair, Director-General, ladies and gentlemen, delegates, it is an honour to address you in the framework of the 110th International Labour Conference to send a brotherly welcome from our President, Pedro Castillo Terrones, and the Peruvian people. The world health crisis has had a lot of grave impacts on the world of work. In particular, a reduction in the demand for labour and increase in precarious work and labour informality. And for that reason, one of the great challenges facing Peru and the world is to guarantee that there will be a social and economic recovery after COVID-19. Despite the setbacks, our government has drawn up an agenda centred on human beings and is trying to close gaps in prosperity and opportunities. The main objective therefore is to promote dialogue in labour relationships between workers and employers with a focus on generating decent work, greater labour productivity, improving social protection and guaranteeing the employability of the most vulnerable people in our society. Among the provisions adopted, I would like to pick out the increase of the minimum salary, which is among the lowest in the region. Apart from that, we are working continuously in Peru on fighting against informal labour. We see this as a phenomenon that limits access to social security and to basic labour rights and is a clear threat to the economic development and the well-being of workers. The Government is also promoting a discussion on a revision of the labour code, hearing the views of the employers and of the workers in our country. The intention is to have a continuous improvement in the implementation of the commitments our country has entered into with the ILO. I am glad to be able to announce that today, after speaking to this plenary, Peru will be depositing an

international instrument ratifying Convention 190 on the elimination of violence and harassment in the workplace. We have been working on other Conventions such as those on safety and health in the workplace as well in line with this process. I would emphasize, Mr Chairman, of the meetings of Labour for Latin America convoked by Peru in recent times, which made it possible to look together at the problem of labour informality and the COVID-19 pandemic and its effects in the region. Finally, I reconfirm our commitment to continuously improve regulation of the labour market, objectives for which the support of the international community is of vital importance. The fora for dialogue, such as this Conference, make it possible for us to share experience, success and challenges with a view to creating a fair and more productive world of work and to create decent work. Thank you very much.

Ms Marte Persen Mjøs

Government (Norway)

President, Director-General, ministers, representatives of workers and employers. I want to thank the Director-General for his report regarding the least developed countries. The last two years have been challenging for all of us, but it is disheartening to read the Director-General's remarks on how an already dangerously unequal world is growing even more unequal. This is a shared global responsibility, and we all must come together to find solutions preventing social injustice, poverty and conflict. Norway is a strong supporter of the 2030 sustainability agenda as a platform for national and global policy. In our development policy, the Norwegian Government is focusing especially on six important issues: clean energy, hunger and food security, social injustice, a woman's rights to control her own body, humanitarian aid and infectious diseases. We always knew achieving the 2030 sustainability goals would be tough, but now the sense of urgency is stronger than ever. Many countries around the world are still struggling with the pandemic. We see several conflicts around the world bringing unnecessary hardship and suffering. The Russian aggression against Ukraine has a global impact on the world's population as a whole and our common economy. People around the world are affected by a dramatic rise in food and energy prices. The global financial systems are volatile. Floods and droughts are increasing reminders of a changing climate. And, as so many times before, the poorest and least developed countries are the most vulnerable and most affected. I appreciate the Director-General's appeal for global partnerships for a sustainable development and structural transformation of the least developed countries. We must act together on these global challenges, and Norway is a firm supporter of the multilateral system. Norway has been a member of the ILO since 1919. Founded after the first world war on the mandate 'if you want peace, cultivate justice'. As a country with over a century of experience with social dialogue and tripartism, we strongly believe in the importance of the ILO offering support to build an institutional framework for cooperation decided through tripartite consultations. We commend the important work of the ILO and the 18 Decent Work Programmes that are in place in the least developed countries. Norway will support the forthcoming work to promote decent work opportunities in these countries as well as around the world. Finally, dear Director-General, dear Guy Ryder, this is your last ILC. You have served this organization for a decade, and I want to thank you for your excellent work over these ten years. You have seemed unstoppable in your continued efforts for social justice and reduced inequalities in the world. On behalf of the Norwegian Government, I would like to thank you and wish you all the best in your upcoming endeavours. Thank you.

Ms Karien van Gennip

Government (Netherlands)

Director-General Ryder, Mr Houngbo, Your Excellencies, distinguished colleagues. We live in a time of huge transformations, huge transformations in the world of work caused by technological developments, democratic shifts and climate change, of course. As a result, new opportunities and challenges have arisen for all of us, for the ILO and its constituents, social partners and Member States alike. And all of us will play a role in promoting decent work and social justice. Mr Houngbo, I am confident, as the new Director-General, you will lead the ILO assertively, tackling the challenges of this changing world of work. And I want to thank Director-General Ryder for the years you have committed to the ILO and especially for your helmsmanship during the pandemic. The COVID-19 pandemic has exposed vulnerabilities in the world of work. Most of those vulnerabilities were not new, and many of them will stay with us even when the pandemic is over. The pandemic of course hit specific sectors of our economy, like in the Netherlands the tourism sector in the Caribbean part of our kingdom. And today we see the opposite: pressing labour shortages in almost all of our sectors. And while the situation is different in every country, we all need to adapt to these changing circumstances and demands by enabling a workforce that is adaptable, that is resilient through upskilling and reskilling. And for that to be possible, we need a culture where lifelong learning and lifelong development is the norm. And in the Netherlands we are investing heavily in lifelong learning and lifelong development. It is essential so that employees not only find their place in today's labour market but also prepare themselves for tomorrow's. And that is why in the Netherlands we have introduced a personal development budget for all working age residents who want to invest in their personal development. Our constant aim is to work towards an inclusive labour market with equal opportunities for all, with decent and productive jobs for those who can work and an adequate safety net for those who cannot, short-term or long-term. But there are so many other important issues that merit our attention and commitment, including the fight against child labour, as reiterated during the 5th Global Conference in Durban. It is now time to move to action and implement our commitments. Worldwide, 160 million children in child labour. That is simple not acceptable. 160 million times not acceptable. Action is also needed in the matter of decent work in global supply chains. I hope the upcoming meeting of the Tripartite Working Group has a fruitful outcome, an outcome that will strengthen our efforts towards this goal. And lastly, Director-General, Excellencies, colleagues, unfortunately while we are discussing a wide range of important matters in this safe setting, in the eastern part of Europe the situation is vastly different. We are all very concerned about the Russian Federation's invasion in Ukraine, and the impact of this war on the people of Ukraine, its economy, its employers and workers is devastating. The Netherlands fully supports the ILO's strong condemnation of the Russian aggression, as formulated in the resolution adopted during the most recent session of the Governing Body, and we reiterate our call on Russia to immediately cease military operations and fully withdraw its troops from Ukraine. For now, talking about labour market issues, I wish you all a very successful and laborious conference. Thank you.

Mr Marco Andrade

Worker (Panama)

Good afternoon to everyone here, to the podium, colleagues and attendees at the 110th International Labour Conference. I bring you warm greetings from the workers of Panama through the national confederation from Panama, CONUSI. The critical situation that the global economy is facing has been taken advantage of by some groups in countries, some groups of enterprises, with a loss of rights and the acquis of workers, and we are seeing the following effects of this. Mass dismissals that are disguised as mutually agreed and have affected thousands of workers, such as those of the Grupo Rey in the Panama Canal and Gold Mills amongst others, without any intervention by the state. The state has legalized, without any controls or compensatory measures, the reduction of working days in order to reduce wages and intensify the exploitation of workers. In violation of the constitution and Convention 3 and 183 on the protection of maternity of the ILO, they suspended temporarily the protection of maternity to thousands of workers and did not recognize maternity leave. We have also seen an increase in child labour in Panama. The State of Panama has refused to recognize a general increase of wages and maintains ridiculous salaries and retirement pensions and refuses a minimum wage in a context of rampant increase in fuel prices and its consequences on the cost of foods, medicines, transport and basic services. We continue to see a refusal of freedom of association for workers in the banking sector, in the Colón Free Zone and others. The Government of Panama has refused, along with enterprises, to ratify Convention 190 of the ILO on violence and harassment at work as well as Convention 169 on providing adequate health services in regional areas and to Indigenous people. The current government violates the rights of workers in the public sector and refuses to ratify the draft bill which recognizes collective rights of workers despite the fact that it is a tripartite agreement from the social dialogue. This would guarantee negotiation of collective bargaining and the exercise of the right to strike of workers in the public sector. A case that is worthy of being denounced is that of the workers of INADEH whose director has refused to negotiate a collective agreement with the SITRAINADEH union. There has been compulsory arbitration imposed by the Government to workers of the company Aguaseo and the airport and others. We raise our voice to denounce on behalf of the workers of the Panama Canal who, in addition to having been refused the right to strike, are subject to a policy of trade union persecution which blocks the exercise of their right to collective bargaining and a refusal to apply compensatory measures as recommended by the Committee on Freedom of Association. Without a fight there is no victory, and long live the workers of Panama. Thank you very much.

Mr Patricio Donoso

Government (Ecuador)

Greetings. I am Patricio Donoso, the Labour Minister of Ecuador. Guy Ryder, Director-General of the International Labour Organization, distinguished representatives of each country, delegates representing workers, employers. Indeed, to all those here today in this important dialogue forum, the 110th International Labour Conference, I would to express cordial greetings on behalf of Guillermo Lasso, the constitutional President of the Republic of Ecuador. I would like to commend the Director-General for his report ‘The least developed countries: Crisis, structural transformation and the future of work’. This is a document which goes over the work

that has been done in terms of cooperation provided to countries by this organization in order to support the structural transformations taking place in those countries and to support sustainable development, leaving nobody behind. One of the main priorities of our government of encounter in Ecuador is bringing about the necessary conditions required to ensure that production can be relaunched in our country in such a way that hiring people is easier and more simple, particularly women, young people and other focus groups. We want to boost recovery with a human face so that together we can build an Ecuador of opportunities. As a policy, we have encouraged the creation of opportunities in line with some of the main focuses of the Doha action plan. This both on climate change and recovery from the effects of COVID-19. Our ministry, the Labour Ministry, along with support from the international community is implementing a strategy which focuses on establishing an initiative framework for employment policy, which are all aiming to provide for successful transition towards a green economy. At the same time, we are focussing on supporting women getting onto the labour market and improving conditions on the labour market. With your support, the ILO's support, as well as that of other international organizations, our public employment agency has been restructured and empowered. It is called Find Employment and it has a new concept which means that its impact has been increased and their services have been optimized, those services indeed that are being provided to our citizens. We want to provide them with access to employment, and we have managed to get just over 54,000 people into a job in a traditional employment relationship, and the labour profile of 107,000 people has been strengthened in such a way that their access to the labour market has been improved. We have declared promoting and facilitating labour hiring in the private sector as a public policy priority. We have drafted a set of guidelines which provides for the promotion of training, particularly for groups living in our Amazon region. This has led to the fact that from 24 May this year to date over 350,000 jobs have been created. In closing, friends, I would like to commit to each and every one of you in this space. I am committed to this work we are doing together, creating policies which actually encourage and drive inclusion in the labour market, particularly focusing on disadvantaged groups: women, young people, individuals in a condition of human mobility. And that, by creating the conditions that are required as well as an environment of trust, so that reactivation in the productive economy can flow. And this particularly in least developed countries, as indeed the Director-General has set out in his report, because working in conditions of inequality and without discrimination should be a goal for all of us. It is a vital pillar in the framework of the social, economic and productive environment in society. Thank you very much.

Ms Olympia Neocleous

Government (Cyprus)

Mr President, ladies and gentlemen, on behalf of the Government of the Republic of Cyprus, it is an honour for me to address the 110th Session of the International Labour Conference. Allow me to state that just three days ago, Cyprus' Minister of Labour passed away. Zeta Emilianidou was a remarkable woman and a dedicated, hands-on minister. Her policy initiatives and work truly bettered people's lives. This year's Conference is overshadowed by Russia's invasion of Ukraine. Cyprus, given its own historical experience, fully understands the humanitarian consequences of invasions and illegal occupations. From the very first moment, Cyprus has offered support and humanitarian assistance to IDPs in Ukraine while welcoming over 20,000 Ukrainians fleeing war, providing them all the necessary social assistance, such as

labour market access and housing. The war in Ukraine, compounded by the ongoing economic and employment consequences of the COVID-19 pandemic, are likely to continue to exert further pressures on the world of work. The extent and depth of these changes and the pace of new developments, including digital transformation, have already transformed entire systems of production, management and governance. It is therefore important at this point to turn our attention to those who are, or risk being, most vulnerable in labour markets, not least those affected in least developed countries. In this respect, the Director-General's report is very timely. We note with concern that the immediate impact of COVID-19 is likely to have long-term effects which will further deepen inequalities within and between countries. For Cyprus, beyond Team Europe's invaluable assistance, as part of our national development cooperation strategy, we consider it important to continue providing development assistance and technical cooperation on a national level to developing and least developed countries. At the domestic level, we are transitioning to post-pandemic structural and permanent measures that will contribute to a sustainable and equitable recovery. In the Cyprus Recovery and Resilience Plan we emphasize promoting equal opportunities for all, especially women and youth. Through numerous policies and subsidized schemes, our efforts are targeted towards creating new jobs and quality employment opportunities, taking into consideration green transition and greening of the economy. We have also established the Deputy Ministry for Social Welfare, which allows more effective and direct citizen access to social welfare services. To further strengthen workers' rights and to reduce income inequalities, we are in the process of introducing a national minimum wage and are in the final stages of a dialogue with social partners. We are also undertaking a major modernization of the social insurance legislation to expand and improve the coverage of various types of benefits for the self-employed, short-term contract workers and platform workers. At this time, when prices and inflation are increasing, we are rolling out support measures to tackle their impact, specifically on households at risk of poverty and social exclusion. We warmly support the Director-General's commitment to leave no one behind and will continue to take decisive action to strengthen efforts in developing inclusive policies for those who are, or risk being, furthest behind. In an interdependent and globalized world, this should be the goal for all countries, rich or poor, based on solidarity, mutual accountability and shared responsibility. Last but not least, Cyprus wishes to thank Director-General Ryder for all his support throughout the years and wish him the very best for his future endeavours. Thank you.

Ms Gabriella a Rigg Herzog

Employer (United States of America)

Good afternoon and thank you. Mr President, congratulations to you and the Conference Worker and Employer Vice-Chairs for your election. Colleagues, it is an honour to address this 110th International Labour Conference on behalf of the United States Council for International Business. Let me begin by extending our deep gratitude to Director-General Guy Ryder. Over the course of his tenure, Director-General Ryder has distinguished himself in working to advance the ILO's Decent Work Agenda based on active and committed tripartism and cooperation. The ILO's model of inclusive multilateralism is needed more than ever. We face dual challenges in continuing work to recover from the global pandemic and in responding to the devastating political, economic, and humanitarian impacts resulting from the Russian Federation's war on Ukraine. In his report to the Conference, Director-General Ryder underscores the effects of these two global crises on least developed countries, and

he raises important questions on how the ILO can respond to the now even greater needs of LDCs. Importantly, the report comes at a key moment for the international community. The Fifth UN Conference on the Least Developed Countries will meet in March of 2023 in Doha. The Doha Programme of Action contains themes of key relevance to the ILO's mandate, and there are synergies with the UN 2030 Agenda for Sustainable Development as well. In his opening remarks to the conference, Director-General Ryder said, "Let us close the ever-growing development gap between the LDCs and the rest, and leave no one behind." We agree, and we urge the ILO to place a foundational focus on strengthening national institutions globally and within LDCs. Through state-level tripartite consultation, technical assistance can be deployed to support development of the infrastructure necessary to enable effective government enforcement of national laws. This goal aligns with UN Sustainable Development Goal 16: peace, justice and strong institutions. And it also aligns with the Director-General's report calling for approaches leading to national ownership, a principle emphasized strongly in the Doha Programme of Action which underscores the ownership, leadership and primary responsibility of the LDCs in their own development. We also urge the ILO to enact a global strategy to address informality, including in the LDCs. As the Director-General's report notes, informality in LDCs was 99% of employment before COVID-19 struck, compared to 66% in other developed countries and 61% worldwide. An ILO-wide strategy on informality should include approaches to strengthen labour markets by promoting the transition from informal to formal employment. Additional recommendations to support LDCs include increasing investment in education and skills building programmes, support for sustainable enterprises, investment in connectivity and infrastructure, and promotion of entrepreneurship. Overall, an ILO strategy to support LDCs should avoid unconnected initiatives and instead be framed by a one-ILO approach. In this regard, we encourage the ILO to house its efforts under the Decent Work Country Programmes framework, and we urge the ILO to expand the number of Decent Work Country Programmes to cover all LDCs that are ILO member countries. Importantly, the ILO and its constituents do not need to begin with a blank page. Many of these recommendations can be found in the ILO Centenary Declaration which provides a road map for the ILO's future. Now we need to implement it, and in doing so we will also provide needed support to LDCs. Chair, let me conclude with a message of congratulations to Director-General-Elect Gilbert Houngbo. We look forward to working constructively with him and the ILO's constituents to demonstrate the relevance of the ILO within the multilateral system and to illuminate the impact that inclusive social dialogue can deliver to advance the ILO's mission supporting decent work, social justice and sustainable enterprises globally. Thank you.

Mr Noor Kutub Alam Mannan

Worker (Bangladesh)

Honourable Chair, good afternoon. On behalf of Bangladesh workers, I would like to extend my best wishes to the governments, employers and workers' representatives, including the guests and media personnel from the different countries participating in this Conference. We are here for assurance of the survival of the working peoples of the oppressed world, assurance of work, occupational health and safety, OSH, to stop violence and harassment against the men and women in the workplace, for human development, creating smooth industrial relationships to ensure the social and global justice of stable and fair globalization. Finally, we want to ensure the sustainable development of the masses. Bangladesh has already signed 36

Conventions and 1 Protocol. On 22 March 2022, Bangladesh completed all the fundamental Conventions by the signing of the last fundamental Convention, the Minimum Age Convention, 1973. We have already been able to bring the ILO Convention 190 to the attention of the Government. The organization I am representing was founded by the father of the nation, Bangabandhu Sheikh Mujibur Rahman. He is the father of our beloved Prime Minister Sheikh Hasina MP. So she has a special view towards the workers. She herself has increased the wages three times of garment workers from the role of the bargaining agent. Our Honourable State Minister for Labour and Employment, Begum Mannujan Sufian MP, is present here who was a labour leader in our organization. Her tireless cooperation, we have already been able to amend the labour rules. Now it is waiting for approval in the parliamentary board. Our country has many good laws, rules and regulations to protect the workers and approved a number of policies for protecting informal workers. But due to the negligence of the Government, it was not implemented properly. In many cases workers are harmed as a result of not enforcing the law on time and weak law enforcement. And occasionally there are unwanted and unpleasant incidents in the labour sector. We want proper enforcement of the law. We have a central tripartite committee and a crisis management committee. The committees in every industrial area are actively working to address the crisis. We are going to start the Bangladesh Labour Law revising again on the 9th of this month, June. Honourable President, the working people suffer the most in any disaster. Global epidemics cannot be tackled by a single country. Therefore, I am proposing to set up a permanent disaster prevention fund under the auspices of the ILO to deal with any global disasters permanently. The practice of hiring third parties in the name of outsourcing is creating the uncertain future of the workers. Finally, we want to keep the wheel of production moving by increasing workers' job security, socio-economic security and workers' mutual harmony with the Government and the employers. We want to make the world beautiful. We want to die in peace. Thank you, Chair. Joy Bangla Joy Bangabandhu Joy Hoke Banglar Mahanoti Manusher.

Mr Zbigniew Czech

Government (Poland)

Mr President, ladies and gentlemen, we expected this year's International Labour Conference to be quite different. After having adopted last year a Global Call to Action for a human-centred recovery from the COVID-19 crisis, we wanted to act with new hope and energy to build the world of work forward better. But the Russian aggression against Ukraine has changed the situation completely. This aggression violates international law and the principles of the United Nations Charter and is also incompatible with the aims and purposes of this organization and the principles governing ILO membership. We agree with the Report of the Director-General that the social and economic fallout of the Russian invasion of Ukraine has generated new shocks to the world of work and added considerably to the uncertainties of millions of workers and enterprises. This war and its broader context have unparalleled implications for the global economy. In addition to the destruction caused in Ukraine itself, the conflict risks provoking a triple crisis on a global scale: a crisis of food, of energy and of finance. In many regions of the world this war could threaten the development progress made over the last decades. Poland joins the international response to address and mitigate these negative effects. We welcomed the United Nations Secretary-General's initiative from mid-March to establish the Global Crisis Response Group on Food, Energy and Finance. In May Poland hosted the FAO

European Conference which discussed the impact of Russian aggression against Ukraine on international food security. Poland will continue to promote multilateral solutions, but we will also try to align our own responses with the needs of the least developed countries. Ladies and gentlemen, Russian aggression against Ukraine, our neighbour, affects Poland directly and in many dimensions. Since the beginning, more than 5.5 million people have fled Ukraine, including 3.5 million who crossed the border with Poland. Currently there are about 1.7 million refugees from Ukraine in Poland. Hosting so many people, mainly women and children, required great efforts of government, civil society and social partners. With an unemployment rate of 3%, Poland has one of the lowest rates in the EU. Our labour market has quickly recovered from the crisis caused by the COVID-19 pandemic but now we are facing the new challenge. The comprehensive assistance for citizens of Ukraine was possible thanks to the adoption of the act of 12 March. This legal act guarantees the legality of stay of the citizens of Ukraine and their spouses in Poland and regulates access to the labour market, education, medical care and other public services. Access to employment is one of the most important conditions of a successful social integration. Poland has opened its labour market for new Ukrainian citizens very quickly. They can legally start working for an employer in Poland without any additional permits. Every citizen of Ukraine can also register with the labour office as an unemployed person or a job seeker on the very same terms and conditions as the citizens of of Poland. These persons can participate in training in Polish, vocational training or obtain financing for the costs of exams leading to the acquisition of qualifications and licenses. It is important for Poland that Ukrainian citizens could take employment that matches their skills and qualifications. Now, more than ever, our solidarity and our joint actions are needed to immediately end Russia's aggression against Ukraine and, at the same time, to support the people of that country. I thank you for your attention.

Mr Ali bin Samikh Al Marri

Government Vice-President (Qatar)

Thank you very much. I shall now hand over chairing of the sitting to my fellow Vice-President from the Employers' group, Mr Furlan. Thank you all for your contribution to today's discussion. Thank you very much.

Mr Alexandre Furlan

Employer Vice-President (Brazil)

Thank you, Mr Chair. Taking on the chairmanship, we will continue, and I will give the floor straightaway to Mr Hussam Edin Alaa, who is the Government representative for the Syrian Arab Republic.

Mr Hussam Edin Alaa

Government (Syrian Arab Republic)

Sir, our congratulations to you and to Mr Guy Ryder, the Director-General, for his efforts and to commend him for the report on the situation in the occupied Arab territories which deals with the impact of Israeli occupation on the rights of workers in the Occupied Palestinian Territory, including East Jerusalem and the occupied Syrian Golan. I also congratulate the new Director-General, Mr Gilbert Houngbo, on his election, wishing him success. Mr President, the global economy is still suffering from

the brunt of the COVID-19 pandemic and its effects which have upended decades of economic and social achievements and the gains made by the developing countries in eradicating poverty, combatting unemployment and achieving food security, and harming efforts to achieve the goals of the 2030 Agenda for Sustainable Development. This calls us to stress the importance of strengthening international solidarity and cooperation for development. Syria expresses its regret at the insistence of some countries to resort to the logic of unilateralism in international relations and to impose unilateral coercive measures that violate international law and impede the efforts of targeted countries to establish decent work standards and achieve social justice, balanced growth and comprehensive and sustainable development. In the context of this complex international scene, the Syrian Arab Republic is facing the negative consequences of the terrorist war that targeted the infrastructure of its economy and the results of unilateral coercive measures targeting it and amounting to economic terrorism that violates international law and the Charter of the United Nations. And its negative impacts affect the living conditions of the Syrian people, national efforts to recover from the crisis and the plans for reconstruction and for the return of displaced Syrians who were forced by the terrorist practices, and the difficult economic reality that it created, to flee from their places of living or leave their homeland. Despite the persistence of the countries involved in the aggression against Syria, with their support for terrorism and the expansion of their unilateral coercive measures against the Syrian people, their attempts to disrupt national efforts for recovery and reconstruction and depriving the Syrian people of their natural and economic resources and food security requirements, Syria is working with firmness and determination to restore the development path and reconstruction in a work environment that enhances the participation of all Syrians in the development and reconstruction of their homeland. And this work continues through the implementation of a number of programmes developed at the macro level as well as sectoral programmes aimed at stimulating the production cycle, stimulating the labour market and enhancing decent work standards. I am pleased to renew the call in this context to activate a joint cooperation path and to resume the country cooperation programme between Syria and the International Labour Organization based on the action plan presented by the Government in order to ensure the fruition of efforts towards providing decent and sustainable work and supporting the return of Syrians from neighbouring countries. Syria condemns the continued violation by the Israeli occupation entity of international labour agreements and resolutions of the general conference of the Organization and its insistence on adopting racist policies and discriminatory measures that affect Syrian workers in the occupied Syrian Golan and deprive them of benefiting from the agricultural properties and water resources and from marketing their crops and products, undermining their competitiveness or their practice of working in accordance with standards. We appreciate the Director-General's report on the conditions of workers in the occupied Arab territories, but we stress the importance of activating the work of the Fact-Finding Committee and its role in monitoring the practice of the occupying power and highlighting all its violations against Syrian workers in the occupied Golan. We affirm that the Golan is an occupied Syrian territory and that its return to motherland is a right that is not subject to controversy or statute of limitations, sanctioned by international legitimacy resolutions and safeguarded by the will of the Syrians to restore its entire Golan. In conclusion, Syria registers its rejection of the politicization of the work of specialized international organizations and its opposition to the decisions driven by political considerations adopted by the Governing Body against the Russian Federation as an attempt to prolong the crisis in Ukraine and undermining international cooperation. Thank you.

Mr Bechara El Asmar

Worker (Lebanon)

The Director-General of the ILO, Guy Ryder, the Excellency of the incoming DG, Mr Houngbo, ministers and delegations, ladies and gentlemen. As our occasion in the previous reports, this august organization, the ILO, represents the tripartite constituents of production. And under this comes the report entitled 'The least developed countries: Crisis, structural transformation and the future of work'. Indeed this report comes at an opportune time to shed light on the problems and issues in the world of work as well as the outcomes and approaches to solutions. As such, we would like to commend the work of the Director-General, the Governing Body and the experts in the efforts that they have exerted for the preparation of the ILC. Ladies and gentlemen, the preface to this report has indeed described a very intense reality of the world of work as this report is presented at a time when the world in general and the world of work in particular face multiple challenges of the greatest gravity. They bring danger and uncertainty and a questioning of the capacity and commitment of the international community to deal with them credibly. And here in particular, I would like to refer to COVID-19 in particular. The fears as well as the warnings and the strategic proposals in the report that refer to the impact of COVID-19 on the global populations are indeed very relevant to the third-world countries, particularly the least developed countries. This was followed by the eruption of the war in Eastern Europe which has extended to other countries one way or another to Western European countries and the US. This indeed looms really very heavily on the tremendous reduction of the supplies of fuel, gas as well as wheat in addition to unprecedented spikes in the prices of food supplies and the threats of the protraction of war into a third war in addition to the conflict that is seen between Ethiopia and the other basin countries such as Egypt, the continued war in Yemen, the continued war in Syria as well as the conflicts in Saudi Arabia that are sometimes witnessed by the sides of Yemen. Indeed, these are all threatening situations. Ladies and gentlemen, what we see today in occupied Palestine with the flagrant aggression is indeed more eloquent than the report on the situation of workers in the occupied territories. Settlers continue to storm Eastern Jerusalem as well the Aqsa Mosque in order to target civilians. And this is witnessed indeed by the targeting of the martyred reporter Shireen Abu Akleh. In fact, this calls upon the ILO to condemn the Israeli occupation of Syria, of the Golan Heights. Indeed, ladies and gentlemen, Lebanon had signed two important instruments on corruption as well as reform. This kind of corruption has reflected on different walks of life, including education, pedagogy as well as other areas such as health. And in the face of the demands of the IMF and the World Bank, Lebanon stands unable to fulfil its commitments. In Lebanon, the central statistics organization issued a study indicating unemployment rates at 40% with high percentages among the youth in particular. And the exchange rate of the Lebanese lira before the US dollar has witnessed a reduction that is unprecedented. We have also collaborated with the ILO in order to agree on an increase in wages and on receiving allowances for transportation or for education. We would like to focus on our efforts to improve education, to improve health and to improve living conditions in general because it is impossible to continue living with the increase in prices of food, commodities as well as medicines. The federation of trade unions organized a number of internal strikes and supported the workers in their strikes and sit-ins, tried to negotiate a number of short-term and long-term solutions with the Government, particularly concerning holding a meeting for all stakeholders to face the challenge of the collapse of the economy. In this respect, we would like to commend the support by the ILO through the Beirut Office in order to finalize a social

contract and an amendment to the labour code and the unemployment code. We hope that our brothers and sisters would support us, the Lebanese people, in order to face up before the crisis that they are currently experiencing. Thank you so much for your attentive listening.

Mr Roger Tejada Bryden

Government (Panama)

Good afternoon, Chair, Vice-Chair, all those present. On behalf of our President of the Republic, Laurentino Cortizo Cohen, and from the Minister for Labour, Doris Zapata Acevedo, and all of the tripartite team of our republic, in particular our representation made up of the National Council of Private Enterprises and the representation of the workers which are present here at this International Labour Conference, CONATO and CONUSI, who are here and have contributed. And we would also like to bring the greetings of our diplomatic representatives who are here and working in the employment commission. And we would like to thank the International Labour Organization for all their work. I would like to congratulate Mr Guy Ryder, the outgoing Director-General of the International Labour Organization and, of course, all of his team. And I would also like to congratulate and extend our greetings to the incoming Director-General, Houngbo, who will be taking up his post in October and November. Delegates, at this International Labour Conference, at the 110th ILC, the Ministry of Labour and Labour Development of our country, the workers that build the nation, and the private and the entrepreneur section, the business sector, have worked together to draw up policies and initiatives to develop the country to ensure we have an inclusive recovery of employment which is human-centred. There is still a great deal to do, a great deal of work before us. But going beyond the road and working towards the reopening and reactivating of our economy, we have focused on true social justice with dialogue and tripartism. We are currently building the superior labour council which widens the existing tripartism in the Republic of Panama and has been an active tool which has been effective in successfully facing the pandemic of COVID-19. We have directly saved 300,000 jobs. For our country, decent work is a priority and we are drawing up an action plan for decent work, respecting the fundamental principles which are priorities for this International Labour Organization: fair and proportionate wages, no discrimination based on gender or any other reason, with social protection which is for all. And we are undertaking a major analysis of the labour processes in our country looking at various areas such as the promotion of employment and reducing informality, amongst other important subjects. We are working as a country, as a region for Latin America and Central America with international organizations which have helped us to reduce the rate of unemployment. We have had significant programmes, including learning by doing. We have designed programmes and internships and providing a first opportunity to have an impact on young people and women as actors in the world of labour who are most affected by this COVID-19 pandemic. Following a health crisis, we have had to join forces as Panamanians to face up to the new crisis which is an economic and labour crisis so that we can advance as a country. The protection of workers is a priority. Equality, meeting with international standards is a guarantee of meeting and ensuring that we follow up to deal with the effects of COVID. We need to make major efforts to improve labour relations in our country and in our region. We need to work for decent work, fair work, work which is productive and which is harmonious. That is why we must highlight that the success that the country can have is due to tripartite efforts in order to improve productivity and quality of conditions for workers. We are aware that social

peace and dialogue are essential here at this assembly, at this Conference and under the 110th ILC. In the region, we would see changes in the education system to make it more vocational and technical, calling on leading countries such as Panama to ensure that we work on this system. The social and work-based model which is centred on people is fundamental for our country and for other countries in the world to ensure that we can continue to progress. And I wish everyone a very fruitful Conference, and I thank everyone for listening.

Mr Pierre Ricot Odney

Government (Haiti)

Mr Vice-President, distinguished delegates, representatives of delegations, first and foremost, allow me to extend my sincere congratulations on behalf of my delegation to you, Chair, for being elected to chair this 110th Session of the International Labour Conference. I would also like to take the opportunity to acknowledge Director-General Mr Ryder. In particular, we would like to thank him for his report on least developed countries, which we found of particular interest. Given the fact that this will be his last Conference as Director-General, we would like to express our gratitude to him for how he managed the strategic governance of this vital organization, and that for a decade. Above all, we thank him for the excellent cooperation with Haiti he has always fostered. We would also like to welcome and congratulate Mr Houngbo for his election, and even now we would like to pledge our full cooperation as he takes office. Mr Vice-President, our countries are facing complex situations which are having very serious impacts in the world of work. The COVID-19 pandemic has been affecting the whole world for three years now as well as the persistence of economic and multidimensional policy, climate change, all these issues that continue to threaten the future of our planet. And on top of that, conflicts breaking out all over the world. These are major challenges and concerns for all our societies. Haiti is convinced that social dialogue, tripartite consensus, the cornerstone of the ILO, is a critical value to guarantee peace and social justice in our societies, that in the spirit of the Philadelphia Declaration. I would also like to underline that Haiti has made huge steps forward as it has sought to implement its national policy on social protection and promotion. In 2020 the Haitian Government adopted this new policy which is a strategic and institutional framework with four main focus areas. It aims, by 2040, to reduce economic, social and institutional inequalities and injustices, such to build a just society where those who enjoy rights to social protection promotion are able to live their lives and to improve their lives. Mr Vice-President, I would like to underline that the main objectives of that strategy are indeed in line with the Sustainable Development Goals as well as Haiti's development plan on top of sectoral policies. For example, breaking the cycle of intergenerational multidimensional policy, creating the conditions required for every single Haitian to be able to determine their own destiny as well as setting conditions of equality for all people, taking into account gender, social background and disabilities as well as other factors of vulnerability. Climate change, severe weather such as an alteration of drought and floods, and this of course affects agricultural and food production, rising sea levels, all these factors are having dramatic consequences at the global level, particularly for small island developing states. As such, Haiti is a very vulnerable country and is seriously exposed to shocks brought about by climate change. As such, we would like to encourage all States' parties to adopt ambitious measures and to implement those measures adopted in Paris to avoid climate catastrophe which puts the existence of humanity itself in jeopardy. To conclude, the Government of Haiti would like to reaffirm its commitment

to the principles and values the ILO stands for. We will work with the whole international community to make SDG 8 a reality in our country. Thank you for your kind attention.

Mr Nagnimi Mampo Kassa Mampo

Worker (Benin)

President, Director-General, Chair of the Conference, Chair of the Governing Body, distinguished guests. After the Centenary celebrations in 2019 where we adopted a Declaration at the 108th Session of the Conference, which called for a human-centred approach, three years down the road we are all pretty bitter in realizing that as COVID-19 set in all of our living conditions have worsened. An ILO report on 2 June last year announces, "That the economic crisis created by the pandemic will lead to unemployment for more than 200 million people worldwide." Meaning that we are seeing extreme fragility in the living conditions of people, with hunger spreading globally and with a strengthening more than ever before of exploitation and capitalist oppression of people. On the one hand, we are seeing a loss of so many acquis such as the loss of individual and collective rights and freedoms, the loss of the right to work and to health. And on the other hand, we can see scandalous accumulation of wealth within the major multinationals, as we can read in a report of the UBS Bank and from PWC. The report is entitled 'How the super-rich got richer during the pandemic'. This was published on 7 October 2021. In countries whose economy lags behind, such as mine, in West Africa the pandemic did less damage than hunger. In our country workers face a flagrant loss and lack of democratic freedoms, particularly for unions. Do you know that, at the initiative of the Government of President Talon, Parliament voted in anti-freedom legislation, limiting the right to strike in Benin to a maximum of two days per month and ten days per year? A law has modified the labour code and allows employers in the public and private sector to stop renewing labour contracts for their employees. But it is generally a fixed-term contract, very precarious. A third law makes it possible for any employer in both the public and the private sector to abusively sack employees with no arbitration or labour inspectorate rapping them on the knuckles. In Benin, with the restriction of union freedoms, jobs are now hanging by a thread. The Government, with its reforms, has closed down state companies, putting thousands of workers in unemployment. More than 10,000 civil servants were fired in the same period. 305 qualified public teachers and some 30 paramilitary staff, police and forestry agents were arbitrarily struck from the civil service. As we meet here in Geneva, in Benin our workers are suffering from generalized famine because of the many taxes which crush the population. Most of them have very low purchasing power. Unfortunately, union officials in our country from the CSTB and the CSA in Benin, COSI-Benin and four other union bodies have lodged complaints with the ILO, and they have been doing this since 2019. They are complaining about the violations of Conventions 87 and 98 and other international texts, and these are violations committed by the Government. But so far nothing has happened. We really hope that the ILO will take up these cases to ensure that the Government of Benin be approached, reproached and called to order for the good of the workers and the people in our country. Hello to the workers. I greet them. And health to the workers, salutations to one and all. Congratulations and I wish you every success. The fight continues.

Mr Selemo Mangobe

Government (Lesotho)

Thank you, Mr President of the Conference, Deputy Presidents, the Director of the International Labour Office, Mr Guy Rider, distinguished delegates. It is my singular honour to speak at this 110th Session of the ILC, which is a momentous event which bids farewell to Mr Guy Ryder, the Director-General of the ILO, and welcomes the incoming Director-General, Mr Gilbert Houngbo. Furthermore, this session is held a few weeks after commitment by world leaders and the social partners during the 5th Global Conference in taking drastic but effective measures in eliminating child labour and forced labour. Finally, the Conference is held at a time when the world has suffered a huge loss of jobs as a result of COVID-19. Chairperson, the Report of the Director-General highlights challenges that bedevil least developed countries' labour markets, such as COVID-19, conflicts around the globe, informality and inadequate social protection coverage amongst others. The governments, social partners and the ILO are better placed in reversing the situation, hence the need for strengthened cooperation and social dialogue. At the same time, fundamental principles and rights at work should form the basis of initiatives and strategies for employment creation and extension of social protection and social justice. Chairperson, Lesotho is no exception from other LDCs as it has suffered enormously due to COVID-19, the result of which has been quite a big number of job losses, particularly in the manufacturing and hospitality sectors. Additionally, a number of returnees who were migrant workers have been received back in the country. Thankfully, the International Organization for Migration came on board to train the youth who lost their jobs as a result of retrenchments as well as businesses which had to be abandoned in cases where they were own-account workers. The training aimed at reskilling the youth to enable them to have new entrepreneurial initiatives. At a macro level, the Government is in the process of developing a national employment strategy as well as fast-tracking the formalization of the informal economy in order to create decent jobs. It is evident from the Report of the Director-General that our countries suffer severe consequences of inadequate social protection coverage, especially in the advent of COVID-19. In order to address this deficit, Lesotho is in the process of establishing a comprehensive social security scheme, and the National Social Security Bill will be tabled before parliament before the end of this year. Chairperson, in order for us to attain social justice, effective governance of the labour market is paramount. And as such, Lesotho has reformed its labour law and is in the process of developing an occupational safety and health act to ensure that workers' fundamental rights are protected and respected. The aim is to table these pieces of legislation before parliament this year. In conclusion, Chairperson, I would like to join the speakers who have taken the floor before me in thanking Mr Guy Ryder for his remarkable stewardship in leading the ILO and wish him the best in his future endeavours. We believe that even after departing from the ILO he will continue to be an ambassador of social justice and decent work. Allow me, Chairperson, to also wish Mr Gilbert Houngbo a fruitful time during his tenure as the Director-General of the ILO. We hope to benefit from his illustrious career in diplomacy and pledge our support to him during his tenure at the ILO. It would be remiss of me to end my remarks without registering that Mr Houngbo's appointment marks yet another milestone and pride for Africa. I thank you.

Mr Joseph Hamilton

Government (Guyana)

Excellencies, fellow ministers, distinguished delegates, Mr Vice-President, thank you for giving me the floor. The Government of Guyana welcomes the Director-General's report on this occasion of the 110th Session of the International Labour Conference. Guyana notes the transformative processes of change impacting the world of work which were the backdrop and rationale for the ILO's Centenary Initiative on the future of work. The coronavirus pandemic has negatively impacted every country, and Guyana is no exception. The coronavirus pandemic has inflicted grievous harm to the global economy. Workers have borne the brunt of the worldwide downturn resulting from the pandemic. Employment shrunk as hundreds of millions of workers were hurled onto the breadline. Our economy has also been adversely affected, but we have taken steps towards recovery. We continue to take steps to protect workers by adopting measures to protect their jobs and defending workers' rights. Mr Vice-President, Guyana notes the challenges of labour markets in least developed countries. In particular the issue of women in the LDCs, as in many other developing countries, being vulnerable to unemployment and limited opportunities to participate in the labour force. Moreover, they are often susceptible to low-quality jobs such as domestic workers. We continue to make strides to reduce the disparity between men and women in qualifying for jobs. However, we believe that women can do as much as men. Therefore, several women have been targeted to participate in these training programmes through initiatives such as the Board of Industrial Training programmes. Recently, scores of individuals who have graduated from this programme include a 55-year-old woman who is now a qualified heavy-duty equipment operator having completed four months of intense training through the Board of Industrial Training. Mr Vice-President, Guyana notes the observation by the Committee on Freedom of Association that there has been a global decrease in the number of new complaints against violations of freedom of association submitted to the special procedure. We believe that it is paramount that individuals enjoy this type of freedom among others. Furthermore, Article 147.1 of the Constitution of Guyana, Chapter 101 of the Laws of Guyana sets out that except with his or her own consent no person shall be hindered in the enjoyment of his or her freedom of assembly, association and freedom to demonstrate peacefully. That is to say his or her right to assemble freely, to demonstrate peacefully and to associate with other persons as in particular to form or belong to political parties, trade unions or other associations for the protection of his or her interests. Mr Vice-President, the safety, health and welfare of people at work are critical. Therefore, Guyana appreciates the work of the International Labour Organization in implementing the 2030 global strategy on occupational safety and health which focuses on the awareness-raising and advocacy and promotion of occupational safety and health instruments among other areas. The Government of Guyana continues to promote good workplace safety and health practices. In doing so, employers in both the public and private sector countrywide are reminded that Section 46 and 47 of the Occupational Safety and Health Act place a general duty on all employers. Accordingly, employers must provide and maintain a safe, sound, healthy and secure working environment as far as is reasonably practicable. Mr Vice-President, before I close allow me to reiterate that Guyana is putting an economic value on unpaid domestic and care work and encouraging a healthier partnership with men and boys, especially in terms of shared household work. In addition, essential workers offer childcare assistance to help participate equally and competitively in the workplace. I thank you.

Mr Julien Yombouno

Government (Guinea)

Chair of the International Labour Conference, ladies and gentlemen, may I first of all extend to you warm greetings from the authorities of the Republic of Guinea in general, particularly those of His Excellency President in Transition, Head of State, Colonel Doumbouya. Ladies and gentlemen, the Director-General's report stresses that, given the whole set of economic and social difficulties and obstacles facing the least developed countries, it is broadly accepted that their structural transformation is a prerequisite for stable sustainable development. The President and his government hope that we can work with our citizens to create a new era of democracy and progress and to set our dear country on a path which will allow it to benefit from its enormous natural wealth. The restructuring which we have committed to on the part of the new authorities, under the auspices of the National Council for Development, is a part of this total project. Sir, the self-same ILO report says that the ILO has been making major efforts to tackle these challenges. It has boosted and refocused its standard-setting framework with the adoption of several Conventions and Recommendations. Guinea has ratified all of the fundamental labour Conventions within the ILO and it still continues to take the necessary steps to ensure their implementation. One of the challenges we face is to adapt our legislation to the stakes of today's world, and that is why in our programme the Government is thinking of revising the labour and social security codes. The aim being to bring them into line with international instruments which we are party to to adapt them to the real situation in the world of work.

Mr Alexandre Furlan

Employer Vice-President (Brazil)

Let us wait some seconds to see if we can re-establish the connection. Okay. Let us continue now, and then we can see if we can put again the last speaker. I would now like to give the floor to Mr Nayef Stetieh representing the Government of Jordan. I would invite the following speaker to please get ready to speak, Mr Keith Bell from the Bahamas.

Mr Nayef Stetieh

Government (Jordan)

I would like to extend my thanks to Mr Claudio, and I would like to extend my thanks to the Vice-Presidents of this meeting as well as to the Qatari Minister of Labour and to Mr Alexandre and to the representatives of workers and employers as well as the ladies and gentlemen. In view of the crisis, we see a great responsibility that is placed on the shoulders of the governments as well as Member States, which indeed calls for supporting the tripartite efforts in order to face up to the existing challenges as well as the crisis that the world has experienced over the past years. Today we must turn the challenges into opportunities by building a better world in order to overcome the COVID-19 pandemic and in support of the further creation of jobs in the face of unemployment, particularly among youth and women. The Jordanian Government, through the Ministry of Labour, focuses on training and internships through the on-the-job and off-the-job training so that the workforce would be able to improve their technical and practical skills so that they would be qualified to undertake the most

skilled work. In fact, in the Ministry of Labour we focus on establishing a safe and appropriate work system for everybody. We also work on the inclusion of women in the policies that we draft through the Ministry of Labour. The Government is always keen on supporting the private sector. Indeed, it is important that we mention our partnership with the ILO and commend it. In fact, the ILO supports a number of programmes in the labour sector and for the workers in Jordan. The ILO also provides appropriate support to all the sectors with which we work in the Ministry of Labour. And the ILO, being our key partner, indeed works on securing a safe and healthy work environment and on ensuring that our efforts in the Ministry of Labour are indeed according and up to best international practices. The Kingdom, under the leadership of King Abdullah II, calls for opening the possibilities for dialogue, learning lessons from the different countries, particularly in the post-COVID-19 world in order to build a better future for Jordan and for other countries. Thank you and peace be upon you.

Mr Keith Bell

Government (Bahamas)

On behalf of the Government and people of the Commonwealth of The Bahamas, I wish to congratulate you, Mr President, and your Vice-Presidents on your election as Chairman and Vice-Chairmen, respectively, of this 110th Conference. I am certain that colleague ministers will agree that under your able leadership we will anticipate a most productive session. Since being appointed as Minister of Labour and Immigration in September 2021, my government has moved quickly to restore trust and confidence and rebuild the relationship between the Bahamian social partners to reflect the spirit and intent of ILO Convention 144. I wish to express my thanks and deepest appreciation to the Director-General of the International Labour Organization for the support in ensuring that The Bahamas, in conjunction with the ILO's Caribbean Office, achieves its goals and objectives. I wish to advise delegates that through this partnership The Bahamas has over the past 12 months ratified ILO Convention 159, formally adopted a national child labour policy and implemented the second-generation Decent Work Country Programme, the first Member State in the English-speaking Caribbean to do so. Additionally, Mr Director-General, the Government of The Bahamas has taken a decision to formally ratify approved ILO Convention 190 and will take urgent steps to ensure its ratification. These exciting accomplishments would not have been possible but for the work of the Bahamian National Tripartite Council and the support of The Bahamas' social partners. On behalf of our Prime Minister, the Honourable Philip Davis, and the Government of The Commonwealth of The Bahamas, I again express my sincere thanks and appreciation to Regional Director Dennis Zulu and the wonderful team at the ILO's Caribbean Office for the contribution that they have made in promoting the spirit contained in ILO Convention 144: tripartite consultations to promote the implementation of the international labour standards. Mr President, distinguished Vice-Presidents, my government looks forward to the deepening of the relationship with our social partners and further collaborations as we make considerations to increase the national minimum wage, enact legislation to establish a liveable wage and facilitate Phase 1 of The Bahamas Decent Work Country Programme. May God continue to bless the ILO and may God continue to bless The Commonwealth of The Bahamas. Thank you.

Mr Dominique St Eloi

Worker (Haiti)

Mr President, I would like to congratulate you on behalf of the workers of Haiti for your nomination as President of this assembly. Representatives of workers, representatives of employers, representatives of governments, ladies and gentlemen. This 110th Session of the International Labour Conference is an example of the willingness of the ILO to work towards decent work for all people, for all workers, and that in line with the goals and objectives stated in the Declaration of Philadelphia. The workers of Haiti are working in very precarious conditions which means every single day they are further from the pillars of decent labour. The level of social security and protection in our country is not even 4%, and even those who do enjoy coverage only have discounted services. Jobs are very precarious; wages are very low and do not allow workers to live in dignity. The national minimum wage is around US$5 a day in the private sector and well below this in the public sector. Freedom of association is often questioned by the Government and employers, and the labour code does not foresee any cases of reinstatement when a worker is dismissed due to union activities. In light of the weakness of our institutions, particularly the labour inspectorate, the employers continue to trample fundamental principles and rights at work. Social dialogue is not always present, and where there is social dialogue, well, if the Government made social dialogue a priority, employers would have no choice but to respect fundamental principles and rights at work. Moreover, I would like to acknowledge, despite all this, the more or less willingness of the de facto government to enter into dialogue with workers' organizations. But unions want the respect of fundamental principles and rights at work, but this should not be a question of the willingness of one or another civil servant or government, rather an issue that is inscribed in an institutional framework. I would like to take the opportunity as I am speaking to you here today to denounce the functioning of the ILO representation in Haiti which does not enforce the goals and objectives of the ILO but simply weakens trade unions, weakens the state and solidifies the rule of NGOs. Ladies and gentlemen, if you do not know, Haiti is a country that is being run by non-governmental organizations, NGOs, and these organizations, instead of supporting the state and reinforcing the action of the state as they aim to achieve decent work for all, well, the ILO is pretty much a small NGO and ensures the violation of the goals and objectives of the Organization. The ILO should be the first to encourage social dialogue and trade unions in Haiti. However, in light of the role of the ILO, on behalf of the very first black independent republic in the world, the only country where slaves achieved their freedom and independence by use of force, I request the ILO create a permanent office in Haiti. Ladies and gentlemen, the workers of Haiti are going through a very difficult time because our Government is constantly losing its authority to gangs. This is further aggravating an already precarious situation for workers. The labour administration, which should have a role as a kind of work police, is just another tool being used by powerful employers. Finally, social security is far too important to be left in the hands of decrepit politicians. In Haiti, the National Office for Old Age Insurance, ONA, is our state body in charge of managing pensions for workers but is simply a cash cow for politicians. They pocket the pension funds of workers in complete impunity. Employers, workers and the Government had already requested technical assistance with regard to the form of this national office. So from this podium today, on behalf of the workers of Haiti, I would like to reaffirm that request for technical assistance for the reform of the ONA and in particular its framework legislation.

Mr Albert Emilio Yuson

Building and Wood Workers' International

We meet in these times of post-pandemic healing and global turmoil in what Director-General Guy Ryder described as the house of social justice. I would like to thank Guy for his essential role in holding this organization together in difficult times. Even before the pandemic, authoritarians were on the rise. Tripartism and standards and the values that come with them could have easily ended up in the rubbish heap of history. Without Guy's unflagging commitment to ILO principles we would not have an ILO that had suffered some shocks but where its fundamentals remain intact. I saw the power of ILO standards, the moral authority of the ILO and the effect of the ILO supervisory machinery in Qatar. There is now progress in Qatar, but the most transformative changes for the migrant workers are yet to come. In 2018 the Government has committed with the ILO to align its laws and procedures with the fundamental principles and rights at work. Since then, the Government demonstrated willingness, ability to reform, reflect and engage in dialogue. However, we are now in June, five months before the World Cup 2022. Migrant workers still do not have the right to form trade unions and to bargain collectively. Without those rights, we cannot claim that the job is done. Those enabling rights are vital if progress on reform is to be sustained and if good and stable industrial relations are to be part of Qatar's future. BWI is proposing a workers' centre run by and for the migrant workers. We look at the ILO to make history and help them realise their right to speak for themselves and leverage their collective power. At the first International Migration Review Forum the trade unions were alarmed that so few governments seem to understand the importance for migrants of being able to exercise those rights. We urge the ILO to seek a more prominent role in the global debate and action so that protection and respect of trade union rights becomes central to a coherent and rights-based migration governance. Health and safety are a shared concern of governments, employers and trade unions. Last year BWI joined with the employers to gather 445 joint declarations covering 489,000 workplaces, calling for the recognition of health and safety as a fundamental right at work. Today in the 110th Session of the International Labour Conference, the General Affairs Committee is endorsing Convention 155 and 187 to be included in the fundamental principle and right to work. This is a win for all of us. This is a win for all workers. On June 11, I urge all the delegates to vote yes for health and safety as a fundamental right. Stand up. Speak out. Come home safe.

Mr Kemal Özkan

IndustriALL Global Union

Distinguished President, delegates, I am speaking on behalf of IndustriALL Global Union representing more than 50 million workers in mining, energy and manufacturing sectors throughout the world. Fundamental trade union rights are under attack across the world. One after another, governments are introducing legislation that erodes rights at work, and too many countries have still not ratified ILO Conventions 87 and 98. The number of countries that exclude workers from the right to establish or join a trade union is increasing. Respect for workers' rights in the supply chains is declining and workers are being sacked, arrested and detained for exercising their rights. This is why IndustriALL is committed to promoting the expanded focus of the ILO Centenary Declaration for the Future of Work on fundamental rights to

freedom of association and the right to collective bargain, as well as an adequate minimum wage, maximum limits on working time and safety and health at work. Chair, work is killing our members at workplaces. Deaths, injuries and diseases persist in our industries, yet employers are not held accountable. Thousands of mining workers are killed every year around the world with miners expected to accept that the risk of dying at work is part of their job. Moving cranes, falling steel plates and gas explosions are constant risks in shipbreaking yards where the annual death rate and the number of serious injuries are much higher than reported. Occupational diseases are killing even more workers than the accidents that result from employers' negligence. Electronics workers are exposed to numerous hazardous chemicals, leading to increased rates of cancer, blood disorders, miscarriages and birth defects. For workers' health and safety, IndustriALL considers occupational health and safety as a matter of workers' rights and employers' responsibilities around the right to know, the right to stop unsafe work and right to participate. IndustriALL applauds the efforts towards the recognition of health and safety as a fundamental right. We also expect the recognition of COVID-19 as an occupational disease and demand a new ILO Convention on the protection against biological hazards and risks. We also reiterate our commitment to campaign for ratification of ILO Convention176 on safety and health in mines. Chair, we demand to regulate unsustainable global supply chains and to address the global model of trade and production since the COVID-19 crisis has exposed the enormous risks to labour rights in unregulated global supply chains. We believe that binding and enforceable global rules are urgently needed to put an end to a decent work deficit in global supply chains. This is why particularly important self-regulation, supported by company auditing on human rights performance, has lost all credibility. We continue to demand an ILO Convention on supply chains that includes global frameworks with core labour standards for cross-border negotiation and collective bargaining based on the framework identified at the International Labour Conference in 2016. In this regard, special attention needs to be given to cross-border social dialogue and global industrial relations to negotiate and reach binding agreements between global unions and multinational companies. These agreements can only work if and when they are enforceable. We need to bring collective enforceable agreements to the global level. In consequence, we need to continue to work to strengthen conflict resolution mechanisms including by examining the new tool that the ILO will make available such as professional mediators appointed to conduct the mediation process in conflicts. Thank you, Chair.

Mr Hugo Buisel Guintana

Unión Latinoamericana de Trabajadores de Organismos de Control

President of the International Labour Conference, representatives of the governments, employers, colleagues, I would like to recall the report and the call of the Director-General in his last report calling us to create a new policy for inclusive employment. The complex global crisis, which is a product of the pandemic and the Russian invasion of Ukraine, has put into doubt the welfare state and reaffirms our conviction that democratic, efficient and responsible governance is the basic framework which is necessary for countries to develop their growth and development. Fighting for the defence of labour and trade union rights and giving value to public supervision is the clear objective that this reality sets out. Its absence facilitates corruption and misappropriation of funds, puts in danger lives, health, education and the well-being of citizens. So we call on all sectors to think about a triple challenge. First, to propose a global economic recovery which places the dignity of people at its

centre, the respect of nature as part of all action, the elimination of all equality gaps between nations and people as a goal for justice. These goals must be the turning point to bring about the changes proposed. It is necessary that we actively involve all actors in order to achieve the values, procedures and the goals that have been set. The problems for our colleagues in control organizations does not escape that of all workers. Our activity presents specific characteristics that need to be tackled in differentiated ways. The absence of stability in the processes for selection and evaluation of effort on the basis of merit and the lack of an administrative career attack the necessary efficiency for tax inspection bodies. And we call on the need to defend our institutions, and in particular the workers. Working free from internal and external pressure and other conditions ensures the quality of reports and that technical matters are given priority over policy. The message of control must reach its destination without the habitual exercise of shooting the messenger. Harassment of public contribution is suffered first by the worker, but then ultimately it impacts on the community as a whole because the credibility of all those who are responsible for administrating public affairs are called into question. It is on this understanding that, as the Secretary-General of ULATOC and UITOC and with the unconditional support of all countries that are members and PSI International, we have pushed for a standard which, if approved, will protect workers in the control. It is an understanding that ULATOC is looking forward to the tripartite technical meeting which will be taking place in September, and we hope it will create more equal societies and social justice. Thank you.

Ms Norhazlina Mydin

International Occupational Hygiene Association

Dear President, distinguished delegates, guests, observers, ladies and gentlemen. Firstly, thank you for giving the International Occupational Hygiene Association, IOHA, the opportunity to speak at this plenary of the 110th ILC. IOHA, representing 18,000 members and 8,200 professional occupational hygienists from 35 countries, is truly excited to be part of the journey for the amendment of the 1998 Declaration on Fundamental Principles and Rights at Work. Recognition of health and safety as a fundamental human right is only the beginning of an exciting journey ahead of us. IOHA believes this will drive three focus areas, namely strengthen regulatory framework, enhance capability-building and nurture greater partnership. In respect of strengthened regulatory framework, Director-General Guy Ryder in his speech mentioned that 3 million lives are lost each year because of work-related accidents and diseases, and he stressed the stark and clear responsibility of the ILO to protect workers against sickness, diseases and injury arising from employment. Therefore, this demonstrates the urgent need for us to review and strengthen the legal instrument to provide minimum requirements to protect workers in their working environment. At a time when businesses are recovering from the impact of COVID-19, economic viability will be a bigger priority for some over the investment that protects workers' safety, health and well-being. Stronger regulations and enforcement as a result of the adaptation of health and safety as one of the fundamental rights will drive the compliance culture. On the enhanced capability-building, IOHA [vgr INAUDIBLE 2:18] the concerted effort to enhance capability-building, especially in the areas of occupational hygiene for various stakeholders. It is not only for the regulatory bodies but also for the professional and safety and health organizations, researchers, social security institutions, workers, students who are desperately needed to support the larger companies and SMEs for the implementation

of the measures to ensure safe and healthy working conditions. Access to training is now easier than before with e-learning modules, and some are even offered pro bono. Aligned with technological advancements, research to further improve workers' health and safety should also focus on developing economies where a lot more industrialization is taking place. The aspect of local culture should be taken into consideration to ensure an effective strategy and holistic mindset for prevention which is built on a common desire to promote and establish a global prevention culture. For the greater partnership, in IOHA our mission is to enhance the international network of occupational hygiene organizations that promote, develop and improve occupational hygiene worldwide, providing a safe and healthy working environment for all. With the recognition of health and safety as a fundamental human right, we are even clearer on our contributions to the United Nations' Sustainable Development Goals, in particular SDG 8, decent work and economic growth, SDG 3, good health and well-being, SDG 4, quality education, and SDG 17, partnership for the goals. The Tokyo Declaration on Vision Zero for all 2022 is another testament for greater partnership across the globe. In conclusion, access to a safe and healthy working environment is not an option. It is the fundamental right of the 3.3 billion workforce globally. It is the right thing to do. Thank you very much.

Mr Ignacio Alonso Alasino

International Catholic Migration Commission

Mr President, the International Catholic Migration Commission, ICMC, is pleased to deliver this statement at the ILC in response to the Report of the Director-General. ICMC puts respect for human dignity and protection of refugees' and migrants' human rights at the heart of its work, and our mission is to protect and serve refugees, internally displaced people, survivors of human trafficking and other migrants, regardless of faith, race, ethnicity, or nationality. As the world continues to respond to the COVID-19 pandemic, refugees and migrants remain vulnerable not only to the pandemic's impacts but also to the devastating consequences of military conflicts across the globe. In the context of the ILC, ICMC wishes to focus attention on the following aspects. Firstly, regarding the present situation and the world of work, we believe that the pandemic still exacerbates inequality, contributing to the so-called throwaway culture frequently denounced by Pope Francis by favouring the privileged few but leaving most people on the margins and peripheries without access to basic human needs and rights, including decent work. With the aim of ensuring protection of the most vulnerable, in particular for those living in the least developed countries, a human-centred approach is essential to an effective response to this global tragedy. And, moreover, it is vital to promote and reaffirm the centrality of work in the transformation toward a more socially and environmentally sustainable economy. In line with this transformation, the discussion on social and solidarity economy and the inclusion of safe and healthy working conditions as a fundamental principle and right at work comes at a crucial time to explore solutions on the creation of decent jobs. Secondly, today, as we face significant geopolitical tension with the humanitarian situation in Ukraine and which presents a range of complex challenges, we need to convene efforts and carry out responses in a collaborative way to the largest situation of refugees and displaced people in Europe since World War II. ICMC and other Catholic-inspired organizations are engaged in providing immediate assistance, both within Ukraine and in neighbouring countries receiving so many refugees, to ensure food, sanitation, clean water, warm winter clothes and heating, and are also advocating at international level for humanitarian action and an end to the conflict.

Thirdly, we are currently living at a time of unsteady commitment to multilateralism, in which a positive cooperation among states, civil society organizations and other stakeholders is very much needed. ICMC believes that a global institution like the ILO is well equipped to play a key role to defend the dignity of workers and in the promotion of social dialogue between governments, workers' and employers' associations. To end this statement, ICMC would like to share with you the following message, and our organization stands ready to respond to Pope Francis' call. In today's interconnected and complex world, we need to highlight the importance of good, inclusive, and decent work. It is part of our human identity, necessary for human development and vital for the future of the planet. We need people and institutions that defend the dignity of workers, the dignity of everyone's work and the wellbeing of the earth, our common home. Let us join forces and advance together to a future in which no one is left behind. Thank you, Mr President.

Ms Edileuza Guimarães

HomeNet International

Thank you, Chair, for providing me with an opportunity for me to speak at this plenary. I am Edileuza Guimarães, a home-based worker from Brazil. Today I am representing HomeNet, a network of home-based workers' organizations from 20 countries. Collectively, we are representing over 600,000 home-based workers. I am President of ATEMDO, the Association of Home-based Workers of the Solidarity Economy, a small association in Brazil and an affiliate of HomeNet International. A 2019 ILO study stated that there were more than 260 million home-based workers around the world, and many of them are women. Whilst the pandemic affected everyone, it had a much deeper impact on us as home-based workers. There was no work, no income, rising debt, hunger, no social protection and vaccines which were inaccessible, leading to deaths of many of our colleagues and family members. Our sister organization, WIEGO, conducted an impact study of the effects of COVID-19 on workers in the informal economy which found that home-based workers were the worst affected group of workers by the pandemic and are the slowest sector to recover. During these tough times, we leaned on our organizations and built solidarity amongst ourselves. One of the organizing models that worked for us was the social and solidarity economy. Our organizations, producer-owned companies and mutual benefit organizations were the only ones which adapted to the changing supply chains and shifted their production models to provide work and income to home-based workers. If we are serious about a human-centred and just recovery, we will have to focus on the large informal economy and the social and solidarity economy organizations. While many economic models have failed us during this pandemic, the social and solidarity economy has proved itself to be worker friendly and is resistant. It is a way for us to transition from the informal to the formal economy, very much in line with ILO Recommendation 204. It is a way for us to make a contribution to the achievement of the Sustainable Development Goals and especially Goal 8 for decent work and economic growth and Goal 5 for gender equality. As organized home-based workers and promoters of the social and solidarity economy, we urge the ILO to continue their work on the social and solidarity economy and to create spaces for dialogue with informal economy workers' unions and networks at a national, regional and international level. We look forward to continued cooperation on the social and solidarity economy as a means towards a human-centred recovery. Thank you.

Ms Yasemin Eren

Organisation of Islamic Cooperation

President, Honourable Ministers, Excellencies, ladies and gentlemen, allow me at the outset to express our deep appreciation to Mr Guy Ryder for his leadership and the remarkable work done during his two mandates. I would like to congratulate Mr Gilbert Houngbo for his election as Director-General. We are confident that he will further develop the ILO's capacities to assist Member States in tackling the challenges related to labour. As to our current session, we welcome the Director-General's timely focus on the least developed countries. The pandemic has indeed further exacerbated inequalities between nations and hit disproportionally the most vulnerable economies. As mentioned in his report, the international community should tackle this issue with solidarity and responsibility. As far as the OIC is concerned, it is doing its best to promote the socio-economic development of its Member States. This includes support to recovery efforts, reducing vulnerabilities, building resilience, resuming economic activity and achieving the SDGs. With regard to the COVID-19 pandemic, the necessary steps have been taken in order to assist Member States, especially the least developed ones, to cushion its negative impacts. The Islamic Solidarity Fund delivered urgent aid to these countries with the objective of addressing the health, economic and social impacts of the pandemic, including the purchase of vaccines. As to the Islamic Development Bank, it has allocated $1.2 billion as an emergency response initiative, which has mainly benefited the least developed countries. The IsDB has developed specific long-term programmes towards LDCs aimed, for instance, at enhancing their connectivity and integration in the global value chain. Mr President, the OIC Council of Foreign Ministers held in March 2022 in Islamabad has taken a number of decisions in the field of labour. Member States were encouraged to give priority to providing training and skills enhancement to increase the employability of the workforce and its adaptability to changing labour markets. The OIC Technical and Vocational Education and Training, OIC-TVET, and similar programmes are initiatives to this end. The OIC is also determined to scale up investment in science, technology, engineering and mathematics education at the primary, secondary and tertiary levels and to ensure that it is accessible for all, particularly to women and girls. The Doha Programme of Action rightly calls for a structural transformation that will make more resilient societies. Prior to that, the ILO Centenary Declaration had also reminded us of the imperatives of investing in people, leveraging the power of science and building momentum for the Decade of Action to deliver the SDGs. Mr President, development is also about having an enabling environment to realize one's full potential as a human being. As long as there is occupation, development cannot be achieved. In this regard, we welcome the Director-General's report on the situation of workers of the occupied Arab territories. We would like to extend our sincere thanks to Mr Ryder for shedding light on the bleak situation in the occupied Arab territories through excellent quality reports over the years. The Director-General states that the occupation intensified in 2021, illegal settlement expansion continued and the highest number of incidents of violence by settlers was recorded. It also warns about the Israeli authorities' plans to significantly increase the number of Israeli settlements in the occupied Syrian Golan. It will not be an exaggeration to say that things worsened since the publication of this report as we all witness violence and extrajudicial killings by the occupation forces and settlers on a daily basis. The international community cannot let this situation happen in total impunity. Thank you.

Mr Alexandre Furlan

Employer Vice-President (Brazil)

Thank you very much. That brings us to the end of our list of speakers in this sitting. Distinguished delegates, I would like to thank you all for your valuable contributions. That brings us to the end of this seventh sitting of the plenary of the 110th Session of the Conference. We will pick up our general discussion again tomorrow. Ladies and gentlemen, the meeting is adjourned.

▶ Thursday, 9 June 2022

Mr Claudio Moroni

President (Argentina)

Distinguished delegates, ladies and gentlemen, welcome to this eighth plenary session of the 110th International Labour Conference. In this session we will continue with the discussion of the reports of the Chairperson of the Governing Body and the Director-General and follow our speakers list which has been published in the daily journal this morning. Before we get back to the general discussion, I would like to remind you that tomorrow, from 10 a.m. until 1 p.m. in this very room, we will have the World of Work Summit entitled 'Tackling multiple global crises, promoting human-centred recovery and resilience'. This important event will consist of a panel discussion moderated by a well-known journalist. There will be speeches by two Heads of State, and there will be a conversation between the ILO Director-General, Guy Ryder, the Secretary-General of this 110th Session of the Conference, and two high-level representatives of the trade union movement and the employers' sector. On the website of the Conference and on the ILO events app and in the daily journal of this morning you will find all the relevant information. According to what has been published in the daily journal, during the World of Work Summit you will require a special badge on top of the ILO badge to get into the plenary room. And each delegation will be allocated four seats due to the room capacity limitations. And delegations who would like to listen to the work but who cannot get into Room 20 will have the opportunity of listening to a live broadcast in Room 19, which is just behind Room 20. And all of this information was published in the daily journal this morning and will also be published tomorrow. I would like to kindly request any speaker speaking over Zoom to do so with an appropriate microphone and without any background noise because otherwise this makes it very difficult for the work of the interpreters. Now, given we have a long speakers list, I propose to hear from our speakers list without further delay. I would like to invite the first speaker Mr So'oialo to take the floor who will be followed by Ms Jeannette Jara immediately afterwards.

Mr Leatinu'U Wayne So'oialo

Government (Samoa)

Mr President, Director-General, distinguished delegates, ladies and gentlemen, talofa lava and warm greetings. It gives me great pleasure to take the floor on behalf of my country, the Independent State of Samoa. On behalf of the Government of Samoa, I wish to congratulate Honourable Minister Mr Claudio Moroni of Argentina on your appointment as President of the Conference, and allow me to assure you that you

have our full support moving forward. As we convene this 110th Session of the International Labour Conference, we recall the Centenary Declaration for the future of work and its strong affirmation of the social mandate of the ILO and the critical role of social dialogue and international labour standards. It is with these commitments in mind that we must develop strategies for recovery from COVID-19 and similar global challenges to reflect a strong and coherent global response and support of Member States through joint initiatives and enhanced institutional arrangements. Mr President, we commend the Director-General's report in prioritizing our least developed countries. The strong linkage between our social justice mandate to leave no one behind and the vulnerable situation of LDCs highlights the importance of the ILO's work. This is where labour protection must be strengthened across Member States through nationally driven labour law reform and policy development to effect the change needed at the national and enterprise level. Mr President, in line with the creation of decent employment in the Pacific Island countries, we continue to place high importance on just transition and putting decent work at the centre of climate action. As co-chair of the international advisory board for the Climate Action for Jobs coalition, we hope to continue the momentum and consolidate green job creation across the Blue Pacific to complement adaptation and mitigation initiatives. Furthermore, Samoa has prioritized the principles identified under the Convention on violence and harassment in the world of work in its own national labour law reform. The Labour and Employment Relations Bill currently before our legislative assembly will introduce strengthened protections for workers from harassment, including sexual harassment and wrongful termination. As we move towards post-COVID recovery and re-opening international borders, Samoa will launch its national employment policy. Under this framework decent employment creation, including strengthened safety and health, skills development and taking advantage of emerging opportunities, will form the basis for a return to pre-COVID levels of employment and economic activities. To conclude, Mr President, we convey our appreciation to the ILO Director-General, Mr Guy Ryder, for the continued support in furthering Samoa's work towards the ultimate goal of inclusive, full and productive employment. As declared by our Honourable Prime Minister, Fiame Naomi Mata'afa, at the Global Forum for a Human-centred Recovery, Samoa and the Pacific Island States continue to uphold our commitments to decent work through improved labour standards built on the foundation of our culture and heritage which has ensured social harmony in our region. I wish you all a productive Conference. And to our constituents, we look forward to continued dialogue as we navigate towards a post-COVID world of work. Thank you and fa'afetai lava.

Ms Jeannette Jara

Government (Chile)

President, I have the honour of participating for the first time at this Conference as Minister of Labour and Social Welfare of the Government of Chile. I would like to begin by extending greetings to the workers, employers and governments who make this Conference possible. I would also like to pay tribute to the outgoing Director-General, Mr Guy Ryder, and of course I would like to wish him every success in his future endeavours. And I wish the new Director-General, Mr Gilbert Houngbo, all the best of success. I would like to underscore that the programme of the Government of President Gabriel Boric is trying to reflect the legitimate aspirations of its people. Following the social uprising of 18 October 2019 which has left major divisions in our social pact, we are trying to reflect these changes in the transformational agenda that

we launched on 11 March this year. The key principle inspiring us in this work is decent work. We are convinced that labour is not a commodity but a source of human dignity and social cohesion. As a matter of top priority, we are conducting a reform of the social welfare system in Chile in line with ILO standards. What we have today is a system that was imposed on us by a military dictatorship and which led to a deep crisis of social legitimacy. We are now promoting public policies to try to recover from the economic damage caused by the pandemic. This means strengthening support for Chilean society with a special focus on women, vulnerable groups and focussing on two dimensions: recovering employment and improving participation in the labour market. And we would like to learn the lessons of this crisis to strengthen public policies and good employment training and productive practices. We are raising the minimum salary with a bigger rise than we have seen in the past 25 years, and we are bringing that into line now to ensure that people can move above the poverty line. And we are supporting companies, particularly the smallest ones, and promoting policies to strengthen formal employment. I would also like to point out that we have a strong agenda for gender equality in the labour market and in social welfare, and this is what we are focussing on in our government's programme. We would like to be the first feminist government in the history of Chile. At this Conference, I also would like to stress that we suggest strengthening Chile's integration into the ILO's standards framework, and we will push for ratification of Convention 190 on violence and harassment in the workplace, among others. Finally, I would like to point out that we are going to develop a national strategy for training and labour mediation to rise to the challenge of technological and social transformations. The future of work is already our present. In Chile, we are going through a tremendous time of change. It is a time of hope under the leadership of President Gabriel Boric. We will rise to the historic challenges with conviction and a sense of responsibility. We know that it is a collective task, one that will require dialogue and agreements and conviction and commitment. Thank you very much, Chair.

Mr Suchart Chomklin

Government (Thailand)

Mr President, first I would like to congratulate the ILO on holding this Conference in a physical format. It is indeed a positive sign for our recovery. I wish to thank Director-General Ryder for his leadership and efforts during his term. Before COVID-19, LDCs were already facing tests in many areas. Now, achieving LDC goals can be more difficult. Our partnerships and cooperation cover countries in ASEAN but also Asia and Africa, especially in social security, vocational training and skill standard systems. Thailand therefore supports and commends the Director-General's efforts in placing LDCs on the important agenda. The impacts of COVID-19 require us to be resilient. As a founding member of the ILO, Thailand is committed to promoting social justice, productive employment and decent work for all, and at the same time, maintaining inclusive and sustainable economic growth. In this connection, I would like to share some of Thailand's good practice examples during COVID-19. First, all-of-government response was used by the Ministry of Labour and the Ministry of Public Health to combat COVID-19 in the workplace. We were able to provide vaccines faster and to all workers of all nationalities. As a result, 4 million workers got vaccinations from the Ministry of Labour. Second, the job retention scheme for SMEs was able to support 400,000 small businesses, retain 5 million jobs as well as create 60,000 new jobs. And third, the Factory Sandbox project was developed to seek a balanced response to COVID-19 effects on health and the economy. Jobs and income of many

workers in the manufacturing sector were protected through tests, vaccination and isolation. The project supported enterprises, protected workers' health, and at the same time enabled the country to protect more than 400,000 jobs and see the highest export values in 30 years. Also important to Thailand is the promotion of quality apprenticeships as a key to full and productive employment. We therefore strongly support the new standard setting on apprenticeships. Before I close, I would like to reaffirm Thailand's commitment to cooperate with the ILO and the international community as we move towards post-COVID recovery. We look forward to a future with productive employment and decent work where no one is left behind. Thank you.

Mr Akihiro Ichimura

Employer (Japan)

Firstly, let me offer my sincere condolences to the families of all those lost to COVID-19. The world is now progressing towards resumption of normal social and economic activities rather than regarding COVID-19 as a particular threat. As vaccination advances, the disease is expected to move from the pandemic to the endemic phase. It will be crucial to continue balancing rigorous measures to prevent the spread of infection with the revitalization of economic activities. Just as one threat recedes, the world is faced by another in the form of Russia's invasion of Ukraine. My sorrow goes to the many victims of this conflict. I recognize that it is a grave crisis that shakes the foundations of the international order built on post-war prosperity. It is now vital for the international community to resolutely unite in its response. At the same time, excessive focus on shareholder capitalism and the free-market principles has brought about a range of social issues, including destruction of the global environment and ecosystems and expansion of disparities. To address such issues, the Japanese business community should practise sustainable capitalism. To achieve this, Keidanren particularly aims to create Society 5.0 for SDGs. The term Society 5.0 denotes the concept of balancing economic development with the resolution of social issues by maximizing the use of innovative technologies. This will lead to achievement of the SDGs which aim to create a sustainable, diverse and inclusive society. The key to realizing Society 5.0 lies in innovation such as digital transformation and green transformation. Adopting the standpoint that it is people who spark innovation, Keidanren is striving to improve worker engagement and achieve diversity and inclusion. Furthermore, we believe that a strategic employment policy is important, and this will also be deliberated at the recurrent discussion of this Conference. On the condition of putting an employment safety net in place, we would like to promote smooth labour mobility, in particular through independent career development and re-education and the strengthening of matching functions. Amid rapid changes in the business environment, on behalf of the Japanese business community, Keidanren will continue to devote even greater efforts to collaboration between labour and management at the national, enterprise and workplace levels as part of initiatives taken from the social point of view. Finally, although I am uncertain what the situation will be by the time my video message is broadcast, I can report that Japan is making steady progress toward ratification of a fundamental ILO labour standard that it had not yet ratified, namely C105, the Abolition of Force Labour Convention. Keidanren has done its utmost to cooperate in efforts to ratify this Convention. This has been a longstanding issue but ratification is now imminent. I would like to commend the Japanese Government for its efforts toward ratification. Thank you.

Mr Elmer Labog

Worker (Philippines)

Mr President and Co-Chairpersons of this Conference, good morning to you all. Greetings of peace and solidarity to all delegates. I wish to convey my warm congratulations to everyone for a successful 110th International Labour Conference. I stand here today to represent the Filipino workers, and let me express our profound concern on the worsening labour rights situation in the Philippines. During the 108th International Conference in 2019, serious violations of ILO Convention No. 87 in the Philippines were reported to the Committee on the Application of Standards. This led to the 2019 Conference Committee to request the Philippine Government to receive a high-level tripartite mission. But it was only this year that the Philippines formally accepted the mission with the original schedule set in May 2022. However, it was postponed anew. We are extremely disappointed over this postponement, and while we await urgent action, grave trade union rights violations remain unchecked. The situation has actually worsened since 2019. Additional cases were reported to the ILO tripartite virtual exchange in September 2021. The most notable include the killing of trade unionists Manny Asuncion, Dandy Miguel, Dennis Sequeña, and Leonardo Escala. Killings, illegal arrests, trumped-up charges, harassment, red-tagging and forced disaffiliation have intensified despite our repeated demands to investigate and address these. Meanwhile, we are still confronted with inhuman wages, inadequate benefits, and precarious forms of work. Informal workers are the hardest hit by the crisis yet have only benefitted from limited social protection programmes. Women workers became more vulnerable to abuse, discrimination and violence. Filipino migrant workers are in protest over the mandatory imposition of various hefty taxes on their hard-earned incomes only to see these pocketed by corrupt officials. Our global maritime professionals, composing over 25% of the world's maritime workforce, are stranded in various countries due to unscrupulous practices of illegal recruiters. Yet the Government took initiatives which are now being used to further restrict trade union movement, such as the establishment of the National Task Force to End Local Communist Armed Conflict, the creation of the Alliance for Industrial Peace Program office, the adoption of the Anti-Terrorism Act of 2020 and the continuing abuse in the use of judicial search warrants. The narrative of counterinsurgency is being used to criminalize trade union work. With this, President Duterte will be leaving office with a legacy of unparalleled trade union rights violations. Without accountability, these transgressions will remain unabated. Now the challenge lies with the incoming administration of Bongbong Marcos. Having not presented any concrete platform on how to address workers' issues, the work is surely cut out for him. With this backdrop, we demand Marcos II to one, express its commitment to accept the ILO high-level mission soonest possible time. Two, to develop a road map for resolving the concerns raised in the virtual exchange with the workers' sector. Three, express its commitment to uphold and protect workers' rights by meaningfully complying with ILO Conventions. And four, hold President Duterte and the perpetrators of injustice accountable. And five, present a clear-cut programme to address grave issues on decent work and social protection. Fellow delegates, for us there is no greater cause than the struggle for the rights of workers. Our commitment to this struggle continues. We urge your continued solidarity with the Filipino workers. Merci beaucoup.

Mr Sadik Arslan

Government (Türkiye)

Mr President, honourable ministers, distinguished delegates, first of all I would like to join previous speakers to thank Mr Guy Ryder for his dedication and service as the ILO Director-General during the last decade. I would also like to congratulate Mr Gilbert Houngbo on his election as the new ILO Director-General. We are grateful to the Director-General for his report entitled 'The least developed countries: Crisis, structural transformation and the future of work'. The new crises have made the labour market and production even more fragile, especially in the least developed countries. Today, the number of LDCs regretfully increased to 46, while it was only 25 in 1971. Turkey attaches great importance to the issue, as manifested by our hosting of the fourth UN Conference on the LDCs in 2011. Dear delegates, today Turkey continues to do its utmost to help those who are oppressed and to stand by the people who are in need around the world regardless of their nationality, language, race and belief. I am proud to highlight that, according to the recent Global Humanitarian Assistance Reports, Turkey is the country that has provided the highest amount of humanitarian aid per capita. It also maintains its position as the country that hosts the highest number of refugees in the world. My country has spent tens of billions of dollars from its own national resources for more than 3.7 million Syrian refugees. Despite our outstanding efforts to establish lasting peace in the region, the refugee crisis triggered by the war in Ukraine has shown once again that a permanent solution to such problems can only be achieved through international solidarity. We once again call on the international community to share the burden and responsibility of refugee-hosting countries like Turkey. The COVID-19 pandemic has adversely affected the world of work in multiple dimensions at the global level. Turkey has been one of the most successful countries in the fight against the pandemic. The Turkish economy grew by 11% last year, marking the strongest growth in the last ten years. Our Ministry of Labour and Social Security supported more than 9.5 million citizens through a short-time working allowance, cash wage support, unemployment insurance, and employment and normalization measures within the scope of the Social Protection Shield programme. Despite all our efforts, we have still been experiencing some negative effects of global economic fluctuations that take place during the post-pandemic period. Dear delegates, we appreciate the Director-General's report on the situation of workers in the occupied Arab territories. For decades the ongoing illegal occupation of Palestinian territory, the destruction of the settlements and displacement of the Palestinian people have been undermining regional and global peace. Turkey will continue to stand by the Palestinian people in their rightful, legitimate cause. Dear delegates, cooperation within international organizations, in particular within the tripartite structure of the ILO, has a vital role for a human-centred recovery in the post-pandemic period. I would like to reiterate that we are ready to support every effort in this direction, and I wish a successful Conference for all. Thank you.

Mr Panus Thailuan

Worker (Thailand)

Mr President, I would like to express my sincere gratitude for the opportunity to deliver a statement as the Worker delegate of Thailand today. The COVID-19 pandemic is a global phenomenon which accelerates an economic transition in every country. It

also had a devastating impact to Thailand as a developing country. Our employment situation has changed from the pre-COVID time. During 2020 to 2021 more than 1 million workers were laid off. Among this number, elderly workers aged 40 to 50 are the most affected group because they cannot return to employment in the formal economy. In most cases, employers prefer to hire young workers aged 20 to 35. Many workers who are laid off just before their retirement age are becoming a socio-economic issue in Thailand. At the same time, the increasing number of workers who reach their retirement age at 55 to 60 years old also advances the unemployment rate. It is impossible to solve these issues in the short-term. However, it is possible to improve the situation by seeking cooperation between all parties, especially from the employers which are local and foreign invested companies in Thailand. When employers need to reduce workers in the crisis, they should do so only when it is unavoidable and conduct it in a fair and responsible way. Moreover, it is important to consider the long-term difficulty that workers shall face after the dismissal. Employers should pay extra lay-off compensation that is higher than the minimum requirement set out in the legislation to enable the workers to start a new job and reduce the possibility of becoming a burden to society. During this difficult time, some employers use the pandemic as an excuse to lay off workers far more than needed and replace them with subcontractors to reduce the production cost and render more benefits. These further weaken the employment system and the economy that has been already damaged. I believe that if local Thai employers and multinational enterprises in Thailand and in other developing countries are doing business with a conscious mind, moral and good governance, these global employment issues that occurred in the COVID-19 pandemic shall soon be improved. Workers' organizations in Thailand make every effort to coordinate and cooperate with the employers and the Government to improve the issue, with a view to close the gap and reduce and slow down the negative impact on the workers. So far we are receiving good support and cooperation from the Government, especially from the social security office. Thank you.

Mr Salar Abdulsattar Mohammed Mohammed

Government (Iraq)

In the name of God the Merciful, blessings be upon you. President, Your Excellencies, ladies and gentlemen, I congratulate you on your election to the bureau, and we express our gratitude to the ILO for its achievements in health policy and the economy. I am grateful to the Office for its invitation and for selecting a good programme for this 110th session which meets the needs of the labour and jobs market. The Director-General has addressed essential issues relating to employment policy within the crisis. He looked at changes in the labour market, challenges, demographic change as well as science and technology being adapted to the needs of those economic sectors which have undergone profound change. It is no secret that Iraq has embarked on the path to democracy, taking account of the rights of citizens and of social justice. This transformation started in 2003 but there are major challenges, particularly security challenges with the presence of Daesh and its criminal activities, as well as other economic challenges because of the outdated structure as well as oil prices over the last few years with everything that that leads to as well as the disastrous effects of the pandemic. All of which paralyzed investment policies and sustainable development programmes. There is no doubt that these security, health, financial and investment challenges have had an impact on the labour sector, particularly the private and the informal sectors. Thus, our government and other stakeholders are working to upskill our human resources to ensure effective

investment to create jobs to reduce unemployment and poverty. We have cooperation with your organization and our ministry in drafting a national employment policy and adopting vocational training programmes to meet the needs of the labour market. We are grateful to the Organization for all that it has done to help employers and workers to adopt international labour standards and implement recommendations and Conventions, ensuring that labour inspection is carried out, that we have social security and we can provide OSH, as well as tripartite operations to get from an informal to a formal economy governed by national legislation and international standards. Dear friends, all these strata of global society are concerned with new phenomena such as climate change and desert creep and their consequences on food security, which is why we call upon the international community and United Nations agencies to implement international law and bilateral conventions with neighbouring countries in order to open up the taps to meet human needs to achieve sustainable agriculture to get beyond the global food crisis and to remove the spectre of famine. In conclusion, I thank you for your attention and I wish you every success.

Ms Patricia Veringa Gieskies

Employer (Democratic Republic of the Congo)

On behalf of the Employers' group from the Democratic Republic of the Congo, it is my duty today to say that the pandemic of COVID-19 has had severe impacts on our country, especially in terms of the economy, and namely in terms of economic growth, employment and debt. Also, the DRC has not yet recovered from the consequences of the crisis, and in addition the security situation in the east of the country is of great concern due to the presence of armed groups. This leads to the displacement of its populations with severe consequences. The Government has put in place several measures, especially in the provinces of North Kivu and Ituri, and some of the measures include the following. The closure for a specific amount of time of restaurants, terraces, nightclubs and so on. There was an initial stop and subsequently a reduction of activities in terms of air transport as well as transport via rivers, lakes, maritime transport and the like. There has also been a reduction of interprovincial movements that had an impact on commercial exchanges. Although the curfews and other measures are still in place, the state of siege remains in place too. The Government has made great efforts in the following fields. The institutionalization in the DRC of universal healthcare coverage and the creation of a special adviser on healthcare coverage, as well as the engagement of the tripartite bodies for human dignity, social justice and sustainable development. There has also been the establishment of the national labour council that adopted the national strategic plan for universal healthcare coverage. Moreover, raising awareness concerning the creation and capacity-building of occupational safety and health at the workplace and workplace improvement has been established by the public powers in collaboration with the social partners. There have been zero-interest-rate loans that were given out by a public body that is not a bank, thanks to the promotion of the industry fund, especially for SMEs. The strengthening of training programmes for entrepreneurs via the Office of Promotion for Congolese SMEs also took place with the support of the African Development Bank. While resting our intentions on the Declaration of Abidjan, the DRC has signed in November an MoU with the ILO for the implementation of the Decent Work Agenda by means of a Decent Work Country Programme. The Employers' group has also carried out many in-depth studies and published 11 articles on the impact of COVID-19 on the companies in the DRC. This has been done in collaboration with the financial inclusion fund as well as UK aid from the British people and the

newspaper, The Economist, intelligence unit. Everything has been published on the website of the Congolese enterprises' federation. The same Employers' group has also drafted a document called 'An employers' guide on managing your workplace during COVID-19'. This document was launched and drafted by the ILO. It was adapted by the group of employers that added various pieces of information that were important. Thank you very much for your information.

Ms Ariunzaya Ayush

Government (Mongolia)

Director-General of the International Labour Organization, ministers and Excellencies, distinguished guests, ladies and gentlemen. On behalf of the Government of Mongolia, it is a great honour for me to express my sincere gratitude to all the participants. In cooperation with the International Labour Organization, Mongolia revised the labour law in accordance with the current state of the labour market and labour relations, international norms and trends. Last year it was discussed and approved successfully by the Parliament of Mongolia. I would like to emphasize that it expanded the scope of the law to regulate tripartite employment, part-time work, telecommuting, individual employment contracts, part-time work, study, long shifts and also the payment of salaries based on skills and qualifications. In addition, the law on labour migration was adopted by the parliament last year, reflecting the principles of developing the domestic labour market, protecting the local jobs and also the capacity-building in the domestic labour force. The Government of Mongolia and the Ministry of Labour and Social Protection were set a goal of promotion from welfare to employment. In this context, major reforms include targeting social welfare support and assistance to target groups and citizen-oriented public employment services. Furthermore, the Government is paying special attention to youth unemployment in our country, and we have started to implement a specific programme which aims to provide young people with jobs, giving them soft skills, vocational guidance, counselling and training and also providing mostly permanent jobs. The key driver of those reforms of course is also the electronic transition. Within the e-transition, the dynamic model of the employment system and also the digital platforms such as research and also the tracking system of the employment of graduates were piloted. To this end, I do believe that we can learn from the fruitful and valuable suggestions and recommendations, lessons learned, as well as the good practices, positive initiatives in other countries in accordance with the specifics of each and every country. So I thank you very much for your attention.

Mr Hongren Zhu

Employer (China)

Mr President, first of all, on behalf of the China Enterprise Confederation, I would like to congratulate you on your election as President of the 110th Conference. The ILO DOING, in this year's report to the Conference entitled 'The least developed countries: Crisis, structural transformation and the future of work' points out that there are still 46 LDCs globally whose situation poses a tremendous challenge to achieving the UN's 2030 SDGs and the ambition of not letting anyone fall behind. Faced with this challenge, the UN GA this April adopted the Doha Programme of Action on LDCs which emphasized increasing important human capital and supporting structural transformation as a driver for prosperity, fully utilizing science, technology,

innovation, increasing international trade, addressing climate change, environmental deterioration and recovery from COVID-19, and mobilizing international solidarity. In total, measures in six areas to address the challenges facing LDCs. We concur with the report of the DG. As the ILO points out, in the Philadelphia Declaration concerning its purposes and principles, poverty anywhere constitutes a danger to prosperity everywhere. The report calls on the international community to follow with concern and increase the support to the LDCs. This is highly significant for achieving the UN's 2030 SDGs and the target of not letting anyone fall behind. In fact, this is in line with the global development initiative and the idea of constructing a community of shared future for mankind proposed by China's President, Xi Jinping. The GDI is committed to helping countries achieve the 17 SDGs of the UN, focusing on cooperation in areas such as poverty reduction, food security, climate change, growing economy, digital economy and interconnectivity in order to pave the way for the implementation of the 2030 SDGs. A global crisis, for example COVID-19, is like all countries are on the same ship with a shared fate. Only through solidarity and through promoting sustainable economic and social development in all countries, including LDCs, then the ship which carries mankind with a shared destiny can go steady and go far. As the representative of China's Employers' group, the CEC actively participated in the relevant work and activity of the ILO, supported increasing support to LDCs, in particular its consultation with the most representative employers' and workers' groups in order to create an environment conducive for the development of enterprises, implement fair and transparent policies to support MSME and local entrepreneurship, and prioritize implementing measures like reducing the informal economy portion and creating decent jobs. The CEC will continue its cooperation with the ILO and, together with the international community, follow with concern the LDCs so as not to let anyone behind and make more contribution to achieving the 2030 SDGs of the UN. I wish the 110th ILO Conference great success. Thank you.

Mr Premal Kumar Khanal

Worker (Nepal)

Respected Chair, distinguished delegates, brothers and sisters. First of all I would like to extend gratitude to the ILO for organizing this important Conference. On behalf of the working class of Nepal, it is my privilege to address this important Conference as the President of Joint Trade Union Coordination Centre, JTUCC, Nepal. The workers are living a difficult life throughout the world. Due to the practice of hiring temporary contracts and outsourcing workers there is no guaranteed job security for the workers. Moreover, millions of workers have lost their jobs due to the COVID pandemic, and workers' livelihoods have become more challenging due to inflation, increased cost of living and lower wages, while the richest of the world who own the largest businesses got richer during the pandemic. The Joint Trade Union Coordination Centre, JTUCC, a common platform of the Nepali working class has been successful in ensuring the rights of workers in the new constitution as well as to adopt the new labour law and social security act and scheme after a long struggle in Nepal. Informal labour practices have been increasing in the labour market, due to which the working class has been further oppressed. Conventions passed by the ILO, the freedom of association and other labour-related Conventions, have not been ratified, yet in many countries are being infringed. Poverty and unemployment are rising due to the lack of economic policy to increase investment in productive sectors such as agriculture and industry, and decent work has not been ensured in employment. Due to the increasing number of wars, conflicts and blockades in the world, human life is becoming more difficult.

This has led to growing problems of production, employment and supply distribution, inflation, food crisis and famine. The problem of migrant workers in search of work has become more difficult with the increasing number of refugees who have been forced to leave their homeland due to war and conflict. Respected Chair, in this context, I believe that this 110th Session of the International Labour Conference, ILC, during 27 May to 11 June 2022 in Geneva will be significant for the intense discussions and to adopt the conclusions in the interest of the workers. Strategies and programmes for massive investment in the productive sector and expansion of employment should be promoted globally to overcome the vicious cycle of poverty, unemployment and deprivation. For this, governments and employers of every country need to make specific plans. A social security programme for the workers should be implemented intensively. The plan to transform the informal economy into a formal economy should be put forward. The programme under SDGs should be effectively implemented. The ILO Conventions should be ratified, and for the effective implementation, campaigns should be conducted with special programmes under monitoring in every country. In order to develop the ILO as an ideal international organization for all workers, it is necessary to make policy and structural reforms to develop it as a more inclusive, democratic representative of workers. At the same time, I expect serious commitments from all the social partners to address these issues with effective social dialogue, solidarity and support in the coming days. I would like to thank the ILO once again and wish for a grand success of this Conference. Thank you. Namaste.

Mr Malek Ezzahi

Government (Tunisia)

In the name of God, the most merciful, the most compassionate. President of the Conference, Director-General of the ILO, ladies and gentlemen, at the outset I would like to express our gratitude to participate for the very first time in the events of the International Labour Conference that represents an old podium for consultation amongst all social partners, a podium of consultation on very vital common issues. I would like to express my gratitude to Mr Guy Ryder, the Director-General of the ILO, and would like to commend him for all the efforts that he has exerted to improve our work. And I wish you all the success, sir, in your future work. At the same time, I would like to congratulate Mr Gilbert Houngbo for having been elected as the new Director-General of the ILO. Ladies and gentlemen, the Director-General in his report has underlined the current situation and how exceptional it is as a result of COVID-19 and its economic and social implications that have revealed that we are in dire need of governance and crisis management. We need to balance between health protection on the one hand and development on the other hand. This means that we all need to be more collaborative in order to find and seek appropriate solutions to expedite the implementation of SDGs for 2030 because we know that SDGs have been impacted as a result of COVID-19 and that the SDG agenda for 2023 has also been impacted, which means that we need to build back better following the international health crisis. We need to create a collaborative economic environment. We need to adopt reforms that are collaborative, based on dialogue and the inclusion of all social partners, while at the same time full respect of the independence of the organizations that represent all social partners. And we need to double our efforts in order to help the LDCs. At the same time, we wish that everyone here would understand how critical the situation has become in Tunisia following the new climate of hope and trust that we have gained in Tunisia following the 25 July 2021 events in Tunisia. That moment was a very historic

and important moment that has allowed us to do away with corruption, corruption that has impeded production in Tunisia and has increased the suffering of workers and the unemployed, that corruption that has spoiled all labour relations and has done away with our national economy. In spite of all that history, our government is working steadfastly towards collaborative reforms. We believe in national dialogue that is taking place in Tunisia nowadays. A dialogue that has been called upon by all social partners, by the civil society in order to put an end to the economic drainage and to lay the foundations for a welfare social state that safeguards freedoms and dignity according to reforms and a very clear road map of reforms. In particular, that road map has been adopted by our head of government and would enable our citizens to express their views and to determine their destiny. And this has been crystalized in the national reform programme that has been announced by our head of government. Ladies and gentlemen, the ILO gives special attention to OSH, occupational safety and health, and that is why our agenda has a special item on the amendment of the Declaration of the ILO related to OSH given the fact that it is one of the eight basic rights and principles of work. And in order to underline Tunisia's commitment to improve our national legislation in line with the international labour standards, we have recently ratified Convention 187 on occupational safety and health. This would enable us to witness an improvement of the labour conditions and of providing a safe working and labour environment. We are to adopt a collaborative national strategy to safeguard us from occupational hazards and would improve OSH and improve the awareness of such a culture amongst all social partners. Ladies and gentlemen, in spite of all the efforts that have been undertaken, we have seen that there are high levels of unemployment amongst the youth in many countries, and this means that poverty is on the rise. Thank you very much. I come to the end of my presentation.

Ms Ida Fauziyah

Government (Indonesia)

Mr President, Director-General, Excellencies, I would like to appreciate the Director-General for his reports. The ILO has played a major role in promoting decent work, establishing norms and standards for fair and equitable work and furthering occupational safety and health in the workplace. To better respond to megatrend challenges, we must rely on cooperation, solidarity and social justice. No country can defeat those challenges on its own. Stronger international cooperation is a must. The G20 presidency of Indonesia puts the objective of the G20 Employment Working Group to ensure a swift and sustainable economic recovery from the COVID-19 pandemic and achieve the 2030 Agenda for Sustainable Development. The G20 should contribute and be more relevant to the needs of countries. Thus, the priority of the Indonesian G20 presidency is in line with the focus of the Director-General's report 'The least developed countries: Crisis, structural transformation and the future of work'. Let me now share three important suggestions based on the Director-General's report. First, we must multiple our investment in human resources. Second, we need to strengthen and revitalize workers' training institutions. Third, we need to ensure that all workers gain benefits from the development process. Excellencies, at the national level, Indonesia has walked the talk. First, we have improved labour and employment policies through multi-stakeholder collaboration and transformed employment training centres into the centres of competencies and productivity. Second, we adopted a new law on migrant workers' protection to ensure a safe and regular migration corridor for Indonesian migrant workers. Third, we promote social dialogue based on the respect for freedom of union and the recognition of the rights to collective bargaining. Lastly,

we continue strengthening the role of entrepreneurship and cooperatives in the national development and enlisting their contribution in ending the crisis. To conclude, let us strengthen collaboration towards a new era of social justice. I thank you.

Mr Özgür Burak Akkol

Employer (Türkiye)

Dear President and Vice-Presidents of the Conference, dear Director-General and dear delegates, I salute you on behalf of the Turkish Confederation of Employer Associations and myself. I would like to begin my words with many thanks to the ILO and the constituents for their efforts to organize this Conference. Dear colleagues, in 2019 we adopted the ILO Centenary Declaration for the Future of Work, and last year we committed to the human-centred approach for an inclusive, sustainable and resilient recovery. Now we are experiencing an ever-accelerated digital and green transformation agenda. However, we are also in a period of fragile recovery endangered by unfortunate geopolitical tensions. Negative effects of climate change are increasing. We even start to worry about food shortages that will affect our world. These are the times when international collaboration becomes even more crucial. Dear colleagues, as the Employers' delegate of Turkey, I am proud that we take actions in line with the ILO initiatives in these difficult times. During the pandemic we have taken all necessary precautions to protect our workers. We have sustained strong dialogue with our government and trade union stakeholders. As a top priority, our member companies have managed to maintain their employment levels. We have implemented comprehensive upskilling and reskilling programmes based on the needs of the transforming labour market. As an historical change, our government has removed all taxes on the minimum wage level. With this achievement, we support employment and income levels thanks to our strong tripartite cooperation. Dear colleagues, the most vulnerable groups affected by any crisis are informal workers. As stated in the Director-General's report, the informal employment rate is extremely high, with 90% in least developed countries. Prevention of informality is vital to create productive employment and ensure decent work for all. Women and youth employment should also be in the core of the recovery agenda. We believe that recovery could only be achieved by a holistic approach. Bringing together governments, employers and workers will create innovative solutions. With this mandate we have launched a new collaborative active labour market project. This project will provide the youth with skills and ensure their employment. We established a joint dialogue forum in 2019 as a leading example of social dialogue. Since then, we have organized the event every year despite the difficulties caused by the pandemic. Mr Guy Ryder, Mr Erol Kiresepi, Ms Sharan Burrow, Ms Renate Hornung-Draus, Mr Roberto Suarez Santos, Mr Heinz Koller and Mr Owen Tudor have honoured this event. I would like to express my appreciation for their support and invite them to the fourth forum in October this year. Dear ladies and gentlemen, although national efforts are very important, we need to join our forces to tackle global challenges. I am sure that the outcomes of this Conference will guide us to a better future. Before concluding my speech, I would like to thank Mr Guy Ryder for his service since 2012, and I congratulate Mr Gilbert Houngbo for his election as the new Director-General. I would also like to express my sincere gratitude to our minister, Professor Dr Vedat Bilgin, and President of TÜRK-IŞ, Mr Ergün Atalay, for their continuous collaboration and support. Finally, thanks to all delegates for their valuable contributions.

Mr Manusha Nanayakkara

Government (Sri Lanka)

Mr President, Director-General of the ILO, Honourable Ministers, Excellencies, delegates, ladies and gentlemen, it is indeed a great pleasure and a privilege to deliver this statement on behalf of the Government of Sri Lanka. At the outset I would like to express my sincere appreciation to the ILO for organizing the ILC with remote participation facilities during the pandemic and economic crisis. The report submitted by the Director-General of the ILO to the Conference on least developed countries is timely in the context of COVID-19 and the world economic situation. COVID-19 has affected countries unproportionally and the least developed countries are worst affected. Every country has started to experience the impact of the Ukraine crisis before fully recovering from the pandemic. We should be prepared to face any unprecedented challenges in the world of work. The report also recommended having a comprehensive social protection scheme. Sri Lanka, understanding the importance of comprehensive social protection, has already started to prepare a social security policy covering formal and informal workers with the technical assistance of the ILO. Mr President, Sri Lanka has displayed its commitment to protecting workers' rights during the crisis and will continue to do so with its strong social dialogue structure. During the COVID-19 pandemic we formed a tripartite task force consisting of major trade unions and employers to manage the issues related to the world of work. I am happy to indicate that we have felt the value of social dialogue and witnessed its contribution to keeping the economy running to a certain level even during critical times. Further, it led us to a successful agreement for payment of wages of private sector employees, thereby preventing them from falling into poverty. Enacting legislation for the retirement age for private sector workers, increasing termination benefits twofold, enhancing the amount paid for a fatal accident fourfold, raising the age of admission to employment from 14 to 16 and revisiting the hazardous list occupations are some of the classical examples to display the commitment of Sri Lanka in protecting the rights of workers. Mr President, Sri Lanka is successful in managing COVID-19 and has vaccinated 82% of the population over 12 years of age. We have been and continue to be swift in safeguarding the health of its population, including vaccinating its citizens. We have started to administrate the fourth dose of the COVID vaccine for the vulnerable segment of the population. However, here in Sri Lanka, while I'm speaking our people are going through a very difficult time. We are witnessing one of the worst economic crises in history. The situation is a culmination of multiple economic and political factors which have cumulated over time. The crisis is accelerated by the foreign exchange shortage caused by a clampdown on tourism during the COVID-19 pandemic. With the new political leadership, the country has been taking new measures to overcome this economic crisis. In the midst of economic crisis, Sri Lanka requests the countries represented here to extend their support in terms of investment, tourism and foreign employment. Sri Lanka is willing to discuss any proposals in this regard with interested countries. We are expecting to work closely with the ILO in the context of the present economic crisis. I believe that the ILO can repurpose its priorities considering our economic crisis and provide the required technical and financial assistance to address immediate and short-term challenges that we face in the world of work. We are confident that Sri Lanka can overcome this economic crisis with the help of international communities. Sri Lanka can. I thank you.

Mr Jorge Bermúdez

Worker (Uruguay)

President, distinguished delegates, it is an honour to address this Conference on behalf of the workers of Uruguay. Once again, this Conference is taking place against the backdrop of the COVID-19 pandemic and its effects on public health and the economies of our countries. This pandemic has spotlighted the gaping inequalities that we have in today's world, particularly looking at least developed countries which are described in the Director-General's report. The deepening of inequities, weaknesses of states, human rights abuses, including abuses of labour rights have been made blindingly evident. At the same time, we see the speculation and profits of Big Pharma who have earned millions with supplying vaccines, a situation that we firmly condemn. This global crisis is the consequence of the COVID-19 pandemic and the capitalist system that has been pushing the planet to the very limits of its natural resources like never before and that threatens the very survival of the human race. In his report, the Director-General is very clear about the figures. Since 2019, 77 million people have fallen into extreme poverty, 117 million are going hungry, child labour is on the increase, and 14 million people have lost their jobs, those in the informal sector being the worst hit. Articulating global responses to this crisis will require stimulus packages that will require an increase in public expenditure, job creation, efforts to combat informality, the protection of public health, social security, education and housing in the hands of the state rather than the market. And these policy responses must be negotiated in the framework of tripartite social dialogue which is the very founding pillar of the ILO, and they must lead to the achievement of the SDGs. In Uruguay we experienced the COVID-19 pandemic and its socio-economic impacts with varying outcomes. In terms of public health, on the basis of a tripartite social dialogue which led to agreements and because of the comprehensive national healthcare system in which the state was a key player, we had a successful vaccination campaign to combat the pandemic. But the socio-economic impacts, including an increase in unemployment, poverty and the loss of income of huge swathes of our population, are more difficult to address, and we do not see eye to eye with the Government on that. In this framework, our trade union movement will always defend collective bargaining, and we strongly reject the draft law before parliament which sees backsliding regarding the collective bargaining laws in the private sector. The trade union movement that we represent, the PIT-CNT, has always been committed to the principles and objectives of the ILO. And for us, the call last year of the Organization to ensure that there was a human-centred recovery remains vitally important. We understand that the dominant economic model cannot be responsible for the destiny of the poorest among us. We need to see sustainable growth and an equitable distribution of wealth with full respect for democracy, human rights, the right to self-determination of peoples and, indeed, the peaceful resolution of conflicts and an end to blockades of small countries by larger ones. There are many proposals and possibilities now for resolving this crisis, and it is not too late to do that if we make every effort to do so. Thank you very much.

Mr Younes Sekkouri

Government (Morocco)

In the name of God, may blessings be upon you. Mr Chair, Honourable Ministers, Excellencies, ladies and gentlemen. I am pleased to take the floor on behalf of the

Kingdom of Morocco in this 110th Session of the ILO, the place to be of tripartism. Please allow me to congratulate His Excellency Mr Gilbert Houngbo, the newly elected GM of the ILO. We are looking forward to working with His Excellency at a time when the International Labour Organization is more expected than ever. I also want to express my warmest regards, sincere thanks to His Excellency Mr Ryder, the present Director-General of the Organization, for all the efforts he has made with his teams in order to make our organization more impactful. I guess we can also congratulate ourselves on our physical gathering after two years of distant meetings. The sanitary crisis has really challenged our world, has challenged the balance of the labour law enforcement and the professional interactions. A bunch of lessons are today here for all of us to take, and new topics need to be addressed. In the Kingdom of Morocco, thanks to His Majesty Mohammed VI's leadership, the whole nation managed to mitigate the impacts of the COVID-19 crisis through a series of measures at both the economic and social levels. Our choice has been and is still to put the sanitary security of our population at the top of our priorities no matter what the cost is. All this happened simultaneously to the preparation and setup of a new development model for our country. Mr Chair, ladies and gentlemen, the challenge that we all have is to establish on the ground a revamped concept of the social state, an active social state that unleashes the potential of all the population, especially the more vulnerable, youth and women, a social state that tackles the issues of social nets. This is why, under the leadership of His Majesty, we launched a huge programme of social protection generalization where also we count 11 million Moroccans that already benefit from this important generalization, and we intend to extend the coverage from now to 2025. Ladies and gentlemen, the social state we are seeking will hardly take place without the right sequence, without an authentic social dialogue. To this purpose, Morocco has managed to achieve a historic agreement a month ago with the unions and the employers, in two decades, that they are all here present with us in this important Conference. We have not only reached an agreement but we also crafted a new framework that we built together to the institutionalization of this social dialogue. I can tell you that we have a new concept that we call the Social Year. It starts on 1 May and ends on 30 April, and we want to deploy local regional leadership in order to solve the local problems on the ground so that the national meetings are not bargaining meetings but negotiation meetings in order to advance the social cause of our country. We are building a bold partnership in which everyone is engaged in favour of a productive dialogue to serve the workers but also their purchasing power, their rights, but also to preserve the competitiveness of our economic fabric. We are confident that this historic achievement, which is social dialogue, will translate into a collective masterpiece for all the participants. We will definitely push tripartism into its most noble achievement in order to reinforce the social cohesion of our nation. We are also committed, with all the Member States here, with the Organization, to advance collectively for the sake of a better world, of course, where we can live. Peaceful harmony where young generations can thrive. Ladies and gentlemen, thanks for your attention, and hopefully we can build a good and wonderful new period for our nations post COVID. Thanks a lot.

Mr Ilkhom Khaydarov

Employer (Uzbekistan)

Dear Chairman, dear delegates, ministers, ambassadors, it is a very big honour for me to represent the employers of Uzbekistan in this high, official audience. The last years have been marked by great changes, both economically and politically, for the

entire world community. The policies established through economic and social reform pushed in Uzbekistan in recent years have made it possible to ensure implementation of the project in development of our infrastructure, industry and agriculture, enhancing rates of economic growth and corresponding increase of welfare of the population of the country. Today the Confederation of Employers of Uzbekistan has seven founding members, business associations uniting more than 150,000 employers of Uzbekistan. Our members include the largest industry associations like the Council of Farmers, Uzbekistan Chamber of Commerce, Uzbekistan leisure and footwear industry, our silk industry, industry for electrotechnical and industry for working and construction materials as well as the textile and garment industry of Uzbekistan, which I also represent here. As a young organization, we are at the stage of institutional development in which the ILO is playing a direct and active role with much attention paid to the development of our organization for the last four years. Of course, today the range of labour issues results, in cooperation with the ILO, expanded significantly, well beyond resolving the issue of the eradication of child and forced labour. But rather, today our partnership with the ILO is focused on strengthening tripartite social dialogue and the priority of international labour standards, creating decent work conditions in the country, supporting viability of enterprises, ensuring the standard of living through employment and social protection. Over the years, the confederation has achieved considerable success as independent association of the country's employers, an important role on social dialogue. It has been an historical event for Uzbekistan when the statement of the ILO and the international coalition of the Cotton Campaign came this March. The call for a global boycott of cotton from Uzbekistan is over, and on behalf of the Confederation of Employers of Uzbekistan and myself, I would like to express gratitude for our international and national partners. Recently, we made an international conference in March of 2022 which also gathered a lot of attention from international fora. Today, I would like to assure you that being a part of the tripartite social partners, the Confederation of Employers of Uzbekistan is ready to continue to work on creating conditions and opportunities for the full implementation of national level actions as well as achieving the goals in the field of increasing compliances of employment with the norms and standards of ILO Conventions. We intend to continue implementation of all these goals with the framework of the Decent Work Country Programme of the Republic of Uzbekistan signed in September 2021 which will go on from 2021 to 2025. This set clear guidance for ensuring decent work in Uzbekistan for the next few years. In line with this decent work programme, we are pushing the ILO-IFC programme for Better Work, which we are discussing here in the field of this international conference. We are the voice of employers of Uzbekistan. We call on the international communities of employers to support our new initiative. As mentioned by my colleague from Morocco who was pushing government as a social government, we are pushing an initiative to promote socially oriented employers. This kind of label is based on unconditional observance of the principle of decent work. Dear Chairman, dear participants, for us, the employer community of Uzbekistan, this 110th Session of the International Labour Conference is more than special. For the first time in its independent status, the Confederation of Employers of Uzbekistan has the honour to participate in its session. And also I would like to announce the initiative of the Confederation of Employers of Uzbekistan to become a full pledged member of the International Organisation of Employers, which we believe is a call for the time being for further development of our main activities. Let me take this opportunity to express my deep gratitude to the team of the ILO for the years of cooperation, congratulate them on this 103rd anniversary of active work and wish them further success in their work for the benefit of ensuring decent working conditions and increasing living standards. Your contribution to the support of social harmony and

the balance of labour relations is a great importance and unique for each country as it keeps place for the time from year to year, changing vector of direction in accordance with the nuances of economic and social situations, especially post-COVID. So today therefore to offer the ILO large team milestone in the success of labour relations in Uzbekistan, enhancing the response of the principle of decent work. I thank you for your kind attention.

Mr Tony Burke

Government (Australia)

On behalf of the Australian Government, I am honoured to address the 110th meeting of the International Labour Conference. The Australian Government is a longstanding member of this important multilateral organization which is at the heart of the future of work. I stand here as Australia's recently appointed Minister for Employment and Workplace Relations following a change of government only last month. I am proud that Australia will be represented at the ILO by a government committed to achieving safe, secure and decent work for all. The Australian Government is committed to advocating for and upholding international norms and has the utmost respect for the values of the multilateral system. We are privileged to be working alongside our social partners and working with Member States at the ILO to help make progressive and sustainable change on a global scale. We have to continue to look at ways to strengthen our labour systems because, even as global catastrophes persist, over 3 billion people need to work. Each nation has its own unique labour challenges that require targeted and tailored responses. For Australia's government this means working towards secure work, better pay and a fairer system. For secure work, we are putting job security at the heart of decision-making. Secure work means protecting those in the platform economy and standing up for casual workers. For better pay, the Australian Government is committed to implementing a same job same pay policy. Workers employed through labour hire companies will receive no less than workers employed directly. For a fair system, we are committed to progressing action on gender equality. This means closing the gender pay gap. Women should not be paid less than men. It is that simple. It also means ensuring that women are safe and respected at work. Finally, our government will be a model employer, leading Australians by example. It has never been more critical that we work together as governments, employers and workers to drive collective global action to ensure that no one is left behind. Collective global action means acknowledging and addressing the unique challenges that faced the least developed countries in order to promote sustainable development and decent work practices in these regions. We support the Director-General's comments that the ILO as a whole needs to draw our attention to capacity-building and policy development within less developed countries to contribute to lasting structural transformation. Our support for ILO Member States extends to Australia's commitment to working more closely with our regional neighbours to strengthen our responses to labour challenges. We are really looking forward to discussing how our region can address these challenges at the Asia-Pacific Regional Meeting in December later this year. It is important that our efforts continue to be guided by the fundamental principles of the ILO and the Conventions and Recommendations which our Member States have developed over the course of a century. We must work together in the face of challenges to the global rules-based order and stand with those whose rights are threatened or violated. Australia was proud to join over 45 other Member States to stand in support of Ukraine at the Governing Body meeting in March this year. We continue to stand by Ukraine and will

continue to support their involvement in the ILO and the global community. Our government is committed to working together to forge a path for the future of work that contributes to decent work for all and to contribute to an ILO that is responsive, collaborative and ambitious. We will work together to ensure that no one is left behind. Delegates, we will work together to ensure that the future of work is fair and just for all. Thank you for the opportunity, Chair.

Ms Petra Bolster

Worker (Netherlands)

Thank you, Chair. First of all I want to thank Guy Rider for his excellent leadership of the ILO for the past ten years. He has been a true advocate for the labour rights in his role as Director-General. We are also very pleased with the election of Gilbert Houngbo, and we will do all we can to support him once he takes office in October later this year. During the pandemic the ILO has been working hard to signal, respond and advise on the devastating effects of this crisis since it has been affecting workers worldwide, especially in the least developed countries, as signalled in the Report of the Director-General. It is in these countries we will find those who were hit the hardest by the crisis: workers in the informal economy, youth, women, migrant workers and refugees, people living with disabilities and others suffering discrimination in the world of work. This is aggravated by the increasing violation of trade union rights worldwide. We see how this is reducing the capacity of workers to fight for social justice and prosperity. The enduring effects of the pandemic in 2022 and beyond will continue to confront the world of work with great uncertainty and persistent decent work deficits. This is now aggravated by the war on Ukraine that was started by Russia. The conflict can result in a global crisis of food, energy and finance. The COVID crisis has made it very clear to us that the implementation of the Centenary Declaration is more urgent than ever. We therefore support the draft resolution on the inclusion of a safe, healthy working environment in the framework of fundamental principles and rights at work of the ILO following from the Centenary Declaration for the Future of Work which mentioned that safe and healthy working conditions are fundamental to decent work. We want to make a special plea here for the just and adequate social security arrangement for those that fought the effects of the pandemic in the front line, mainly care and education workers. In the Netherlands more than 40% of the healthcare employees with long-term complaints after a corona infection, long COVID, have been given notice of dismissal with no special compensation measures from the Government. This is a slap in the face for all those professionals who were on the front line to keep the Netherlands going during the pandemic. We do appreciate the intentions of the Dutch Government to ratify Convention 190 this year, and we hope many countries will follow. In response to the DG's report on the situation of workers of the occupied Arab territories, we are glad to see some economic improvements after the strong social and economic effects of the COVID crisis on the Palestinian people. We coincide with the observation of the Director-General that the continuation of the occupation and expanding settlement activities are blocking the Palestinian economy, depriving the capacity of the Palestinian institutions to deliver growth with decent work and respect for fundamental rights. This is aggravated by the recent rising tensions in the occupied territories which are casting a shadow on the fragile economic recovery. Thank you.

Mr Alarico De Rosario

Government (Timor-Leste)

President of the Conference, ILO Director-General Guy Ryder, Your Excellencies. It is a privilege for me to represent the people and the Government of Timor-Leste at the 110th Session of the International Labour Conference. Since becoming a Member State of the ILO in 2003 the Government of Timor-Leste has been working closely with the ILO. Now, to date, my country has ratified six of the eight ILO core Conventions. Agriculture is the main livelihood in Timor-Leste. Around 75% of the population lives in rural areas. The COVID-19 pandemic has had profound negative effects on the global economy, including Timor-Leste. The country faces enormous challenges, particularly in terms of the creation of jobs for the vast young population as well as in terms of the qualification of the workforce and the diversification of its economy. Cooperation with the ILO has had a tremendous impact on the living conditions of the Timorese. Since 2008, Timor-Leste and the ILO have developed 14 projects, of which we highlight the COMPASIS Project, the BOSS Project and the ERA Project. Moreover, I am honoured to inform you that we are currently in the process of drafting and adopting new legislation on the following matters: domestic work; health, safety and hygiene at work; employment in the extractive industry; minimum wage; mediation, conciliation and labour arbitration; as well as the first amendment to Timor-Leste's labour law. President, despite improvements in terms of the growth of our economy, the country's economic development is excessively dependent on the public sector. To ensure the sustainable and inclusive economic and social development of Timor-Leste, it is urgent to encourage private sector investments in order to accelerate economic diversification and provide decent and sustainable employment opportunities for the Timorese. Timor-Leste strongly supports the promotion of a decent work agenda. It has been making efforts to create better working conditions to improve the well-being of the people. President, currently Timor-Leste is in the process of implementing its second Decent Work Country Programme. It has three priorities. First, the promotion of employment and social protection. Secondly, rural socio-economic development. And thirdly, good labour market governance institutions. Moreover, the promotion of gender equality, tripartism, social dialogue and institutional capacity-building are integrated into the priorities of the Decent Work Country Programme. I would like to thank you very much for your attention.

Mr Phongxaysack Inthalath

Government (Lao People's Democratic Republic)

His Excellency Mr President, His Excellency Mr Guy Ryder, Director-General of the International Labour Organization, distinguished delegates, Excellencies, ladies and gentlemen. On behalf of the delegation of Lao People's Democratic Republic, I would like to extend my sincere appreciation to you, Mr Chair, and would also like to support the report of the Chairman that examines the various issues of the impact of the crisis during the COVID-19 pandemic on employment across the world. In this regard, we wish to congratulate Mr Gilbert Houngbo of Togo on his election as Director-General of the International Labour Organization and look forward to his leadership at the ILO and the continued collaboration with Lao PDR. Mr President, the COVID-19 pandemic has posed major impacts on socio-economic development worldwide, particularly on regional and global employment and labour force participation. This crisis has continued to affect our country and people as ever, deepening existing vulnerabilities

even more, making a response plan and remedies extremely vital. My delegation believes that it is very important to further strengthen global efforts to respond to the pandemic and enhance effective recovery, especially focusing on assistance efforts in LDCs which lack the capacity to respond to the ongoing crisis, such as the Lao PDR. We must uphold multilateral cooperation with international organizations, especially the ILO, and the areas of focus in the post-pandemic era should be strengthening of the labour market institutions, labour market reform and labour statistics. Also, in line with the Report of the Chairperson of the Governing Body for the period 2021-2022, the Government of Lao PDR has developed several measures to mitigate the negative impact of the pandemic, including a national response plan to COVID-19, concentrating on occupational safety and health, addressing standard setting of apprenticeships as well as the social and solidarity economy to ensure a human-centred recovery and development. It is with great pride that I inform the Conference that Lao PDR, seeing the importance of occupational safety and health towards the path of the future, has ratified Convention No. 155 on occupational safety and health and No. 187 on the promotional framework for occupational safety and health which has received official documentation from the President of our country on 14 February 2022. Lastly, I would like to take this opportunity to reaffirm that the Lao PDR stands ready to work with the ILO and other UN agencies and the international community in order to address the impacts on socio-economic development and labour market recovery. Thank you for this opportunity, and I wish us all a successful outcome.

Mr Alexey Vovchenko

Government (Russian Federation)

Good morning, colleagues. We are grateful for the organization of this Conference and for the fact that it could be held in a hybrid format. As is rightly pointed out in the Director-General's report, COVID-19 stressed how important it is to strengthen global solidarity and international cooperation to resolve the collective problems we face. We particularly think that the ILO's activities are important in the current situation in the economy and the need to activate efforts in order to achieve sustainable development. Given the growing pervasive social inequality problems in the labour market negatively affecting the protection and the compliance with workers' rights, we think that we need to ensure that the ILO can carry out its tasks. We attach a great deal of importance to the instruments of international cooperation, solidarity, strengthening tripartism among governments, unions and employers. It is vital for all workers in all countries to be able to use this potential and to have the opportunity fully to interact with the ILO on their vital interests. We would like to stress the role of expert support in the Moscow office which not only helps to promote national decent work programmes, the development of social dialogue, social protection, employment, gender equality and other key issues in the social labour sector but also provides timely assistance in the search for best practice in current issues, which is essential for ensuring compliance with the rights of the workers. This is particularly vital during the COVID period where we try to overcome the negative effects on the labour sphere. The technical support from the Moscow office allowed us to compare our experience with other partners, and we were able to achieve a few solutions to overcome the consequences of COVID-19. The continued operations of the Moscow office were of special importance. Unfortunately, we have noted the report's accusation against Russia of undermining the farming potential of Ukraine and worsening the situation in global food security as well as the energy and financial crisis which has worsened the situation for LDCs. We would like to recall that the

unfavourable situation in the world food markets began with COVID-19, which led to a breakdown in the food supply chain and dearer freight and insurance. The possible food crisis was caused not by the Russian special operations but the illegal unilateral sanctions introduced by the West which cut Russia fully off from the Swift system. It is Ukraine and not Russia which continues in the ports of Nikolaev, Kherson, Chernomorsk, Izmail, Ochakov, Odessa and Yuzhny to block more than 70 foreign vessels from 16 States, and it is Ukraine which mined the waters. Certainly, without resolving this problem, we cannot talk about exports of grain. We urge the ILO to call upon the authorities in Ukraine to immediately ensure security in their territorial waters to release and free up access to all foreign vessels. We express the hope that this organization, which has always defended social and labour rights of people throughout the world without exception and not political interests of states and that it will stick to this principle in the future. We request that the ILO renounce politicization, and we would like to point out that in the key document, the Centenary Declaration, it is noted that it is important to take urgent steps to ensure that we can tap current possibilities to overcome challenges and to ensure a fair, inclusive and safe future for work to ensure full, productive, freely selected labour, jobs and decent work for all. We maintain our readiness to support the Declaration and to achieve social justice. Thank you.

Ms Taabeta Teakai Amuera

Government (Kiribati)

Mr President, Vice-President, Director-General, distinguished delegates, ladies and gentlemen, in Jesus' name, kam na bane ni mauri. Please allow me to congratulate Mr Gilbert Houngbo on your election as the new ILO Director-General. I am honoured to deliver this statement representing the interests and aspirations of the people of Kiribati. Kiribati, like every other country, has its own beauties and challenges. The increase in unemployed youth is a challenge, yet they are regarded as human capital and potential wealth of Kiribati. The Government of Kiribati's aspirations is to nurture and transform them to valuable human resources through upskilling. Our maritime training centre and Kiribati Institute of Technology are delivering accredited courses aligned to international standards. This will facilitate access to labour mobility programmes and aligning to employers' requirements. Our labour mobility programmes, in partnership with Australia and New Zealand, continue to expand and flourish from time to time. I also wish to acknowledge the support of Canada in terms of our labour mobility project with anticipated future recruitments. In pursuing new labour markets, the safety and welfare of our overseas workers is always critical to ensure they are provided with appropriate support and decent work. The presence of the COVID pandemic becomes another challenge which has caused the stagnation of our various labour mobility programmes and the long-waited stranded workers abroad due to border closures and travel restrictions. This has also impeded our efforts to comply with the Maritime Labour Convention. I wish to acknowledge the support of the ILO, ICS, ITF, to name a few, involved in facilitating the repatriation of our stranded crews who have returned home safely. Of equal importance is the protection of our people, since our health system and facilities remain underdeveloped, to face the reality of the pandemic. With the current calming COVID status in Kiribati due to a wider public coverage of vaccinations, COVID procedures have been relaxed now and therefore our economic activities are gradually picking up. These include the regular flights and the potential resumption of some of our employment programmes that have been affected. Allow me to reflect on major

achievements progressed in collaboration with social partners. First is the regular engagement of the tripartite Decent Work Advisory Board deliberating on labour conditions, employment dispute matters and the various ILO reporting obligations. Second is the ongoing review of labour laws and the development of new regulations to strengthen the enforcement of our labour laws. I would like to acknowledge the constant support of the ILO, and I wish to see the expansion of programme and technical support to the social protection floor in the future. The Government of Kiribati has developed relevant social assistance programmes for the unemployed youth, disability and elderly benefits and is therefore keen to explore the ILO's relevant programmes in this area. Mr President, I commend this year's agenda of the Conference noting another development of a new instrument related to the framework of quality apprenticeships. I believe this is an important area to regulate for the benefits of apprentices worldwide. I wish to see that the work of this committee in developing this instrument also considers the context and aspirations of small island states. In closing, I thank you, Mr President, and wish to share the Kiribati blessings of te mauri, te raoi ao te tabomoa: good health, peace and prosperity to us all. Thank you.

Mr Marcel Spatari

Government (Republic of Moldova)

Dear Mr Director General, distinguished delegates, it is a privilege to attend this Conference. The ILO is a true supporter of Moldova in strengthening decent work and advancing our country's labour agenda. We are living in extraordinary times and facing extraordinary challenges. The Russian war in Ukraine has displaced hundreds of thousands of mothers and children. Almost 400,000 refugees have crossed the border of the Republic of Moldova and more than 80,000 stay now on the territory of our country. For a country of 2.7 million, this is more than 3% of our own population. Nine out of ten refugees have found private accommodation, most of them staying with Moldovan families. Less than 10% of the refugees are in organized placement centres. We are committed to ensure refugees find a welcoming home in Moldova. In this respect, we have facilitated their access to the labour market and, with the support of international organizations, we have provided good quality social services to refugees. Moldova is a small country with a fragile economy. Besides the war in Ukraine, the COVID-19 crisis, the rising energy and food prices have all left a mark on our country. We are actively implementing solutions to address high inflation, low employment, widespread informality and the refugee crisis. Despite this challenging context, we are committed to tackle each of these challenges one by one while advancing decent work. A new strategy on employment which we will launch shortly sets out the road map for increasing the participation of women in the labour market, decreasing informality and better matching job seekers and employers. We are determined to promote labour force participation and make better opportunities for all. Since our government came to office last August, we have increased the minimum pension by 90% and the minimum wage by 20%. For the first time in the history of our country, we have the same minimum wage in the public and the private sector. We are committed to continue the reforms in order to ensure a sustainable social security system. This also means that the labour inspectorate will be reformed and modernized in order to apply the law more effectively. We will improve controls and penalties to fight efficiently against undeclared work. We also intend to implement an innovative mechanism to support the formalization of underdeclared wages through automatic compensation of additional cost of wage increases. Moldova continues to advance on its European path. We will continue the transposition of EU directives and advance the

implementation of our Association Agreement with the EU. After years of stagnation, social dialogue has intensified in the past year. Together with the ILO, we aim to further strengthen and reactivate social dialogue for a more effective participation of social partners. The ILO has been a constant supporter of Moldova. Within the framework of the Decent Work Country Programme, we remain committed to sustainable development and cooperation with our partners to achieve good working conditions and decent work for everyone. Thank you.

Mr Olivier Dussopt

Government (France)

Director-General, distinguished ministers, delegates, at the outset allow me to say how delighted and proud I am to represent France and the Council of the European Union for the very first time at this International Labour Conference. I cannot be with you in person today, which I very much regret, and I have no doubt I will meet you in more congenial circumstances over the next few weeks. This Conference is an opportunity to consolidate the ILO's work on standard setting and social justice. While we are currently seeing a dip in the pandemic, even though it continues to be felt in countries where the coverage and effectiveness of vaccines is insufficient, there is a war waged by Russia on Europe's doorstop, devastating for the people of Ukraine, its government, workers and companies. And France reaffirms its full support, in its national capacity and as President of the European Council, for the resolution adopted against the military aggression at the 344th Session of the Governing Body of the ILO. The crisis we have seen and continue to see makes the role of the Organization even more important. Inflation, particularly in energy and food stuffs, disruption to global supply chains exacerbated by the war in Ukraine, hindering the recovery of the global labour market. France welcomes the major issues being dealt with at this ILC. It will engage actively in collaboration with workers' and employers' representatives from France. I know how important the discussions are regarding the inclusion of safe and healthy working conditions in the ILO's framework of fundamental principles and rights at work. There are a number of outstanding issues for negotiation, and I hope we will reach an agreement. On the standard-setting discussion on apprenticeships, it is a vital issue for young people in the labour market, and it is on the political agenda in France and in other Member States. We are trying to encourage the development of apprenticeships through legislative reform. This ILC is also marked by discussions on decent work and the social and solidarity economy, and this is the first time it is being discussed in depth at the ILO and we welcome that. The deliberations will enable us, I hope, to show the usefulness of promoting the social and solidarity economy in a context where people are very much desiring of giving meaning to their professional lives and impact. On comprehensive employment policies to respond to the crisis and fostering inclusive and sustainable development, there are major challenges facing us. We need to step up efforts on training and lifelong learning and skills development. That will play an important role in the response. This ILC will also give us the opportunity to monitor the application of standards, in particular non-ratified Conventions, and I am delighted to say that, since the last Conference, France has progressed in this respect in many areas. The parliament ratified last November Convention No. 190 on violence and harassment in the workplace. As a new chapter begins at the ILO, I would like to extend our warm congratulations to Gilbert Houngbo for his election. And I thank Guy Ryder for his ten years at the head of the Organization which were marked by the ILO Centenary Declaration on the Future of Work adopted

by the ILC in June 2019 and the increased awareness of giving greater social protection to 4 billion women and men around the world who need it. Thank you very much.

Ms Kachollom Shangti Daju

Government (Nigeria)

The Director-General, the President and Vice-Presidents of the Conference, distinguished delegates, ladies and gentlemen. It is my pleasure to present this statement on behalf of the Government of Nigeria. I wish to congratulate the new Director-General and pledge our support as a country for his successful tenure. The Report of the Director-General on 'The least developed countries: Crisis, structural transformation and the future of work' is very appropriate in view of the multiple implications of current global challenges. As in previous reports, the focus on LDCs is of concern to all as poverty anywhere constitutes a danger to prosperity everywhere. We thank and congratulate Mr Guy Ryder for the choice of this theme as his last report and wish him success in his future endeavours. Chairperson, the analysis of the character and challenges of the labour market index of the 46 LDCs raises some concerns, especially in light of the impact and slow recovery progress of many economies after the pandemic. The volume of job losses and the established link between social justice and global peace should provoke honest debate at this Conference. The wave of insecurity, terrorism, food scarcity, rising cost of energy, impact of COVID-19, amongst others, should challenge our common humanity and shared international relations. These are consummate recipes for global socio-economic disruption and widening inequality. The ripple effect of the deteriorating situation in these 46 LDCs is capable of eroding the gains of the developing and developed economies. Our response should go beyond statistics and rhetoric to plans which will stimulate economic activities to generate decent jobs for the teeming unemployed youth who yearn for a dignified life. Nigeria has, over the years, upheld the four pillars of the Decent Work Agenda as well as the strategic objectives of the ILO by implementing different transformative agenda and visions to structurally transform and improve its economic productive capacities and outputs. This ultimately is a bid to move the country on the path of sustainable development and economic growth. Currently the Economic Recovery and Growth Plan of 2017-2020 is being rolled into the National Development Plan 2021-2025 and it takes into cognisance achievements from preceding activities, programmes and projects with well-defined key performance indicators as a guide. We have entrepreneurial programmes and projects in the agricultural sector through various loan schemes that have created volumes of decent jobs. We also focused on several intervention programmes on social assistance and social protection to ensure the non-erosion of the pre-COVID-19 gains on social protection floors. These were to cushion the effect of the emerging global challenges listed in the DG's report. Distinguished delegates, if LDCs are to proceed on the legitimate path of structural transformation, it would involve reengineering their productive capacity, recalibrating their institutional arrangement and reviewing their governance structure to transit to the league of developing countries. It will require increasing support and projects by international communities and multinational institutions, ILO inclusive, to assist the LDCs in the six key focus areas listed in Paragraph 25 of the report in addition to adhering to the principles of country ownership emphasized in the Doha Programme of Action for them to transit. Chairperson, unfortunately though, the ambitious Centenary Declaration of 2019 and the 2021 Global Call to Action for a human-centred recovery from the COVID-19 crisis have no direct link to the LDCs. We request a review and reiterate our previous call for

the need to ensure that COVID-19 vaccines reach the remotest parts of the world by granting patent rights for production of vaccines to regions. Sadly, too, the LDCs are mostly the regular members of the Committee of Experts on the Application of Standards. We advocate a review of this practice, especially as it relates to the LDCs' economic performance and development. Finally, Chairperson, with the current state of growing inequality gap, we consider that the achievement of the SDGs by 2030 is at great risk. If the goal of not leaving any one behind is ever to be realized, urgent effort, support and contribution will be required by all in a renewed commitment to multilateralism and international cooperation. Mr President, Director-General, delegates, I thank you all for your kind attention.

Ms Ebyan Mahamed Salah

Government (Somalia)

President, Director-General of the ILO, dignitaries, ladies and gentlemen. First and foremost, please accept my warmest greeting on behalf of the Government of the Federal Republic of Somalia and the people to you, Mr President, and distinguished delegates present at this Conference. Before my remarks, allow me to congratulate the incoming Director-General, Mr Gilbert Houngbo, who is taking over from Mr Guy Ryder. I would like to extend our appreciation to Mr Ryder for his able leadership of the ILO during his tenure and best wishes for his future endeavour. The Somali Government has been committed, as a member country of the ILO since November 1960, to channelling all its efforts to advance a human-centred response, including the recovery approach to deal with the COVID-19 pandemic, the current drought situation and the other recurrent shocks such as locust infestation. Somalia continues to strengthen its response that addresses poverty, engages in social dialogue, strengthens the institutions of work and supports social justice despite the current situation we are in today. Somalia is committed to the implementation of health and safety at work and is among the first countries worldwide to ratify the new Violence and Harassment Convention, C190, which is the first international standard that provides a common framework to prevent, remedy and eliminate violence and harassment in the workplace. Mr President, in 2019 Somalia made a minimal advancement in efforts to eliminate the worst forms of child labour. However, there is a long way to go to eliminate child labour from my country. Many families are forced to send their children to work due to economic hardship and lack of decent employment opportunities for the family heads. Currently, my office is working closely with the ILO on the process of ratification of C138, a classic evidence that shows how committed we are on the elimination of child labour. I call upon the ILO to continuously work with my country in developing a national child labour policy that will finally help us to end child labour by 2025. We have recently developed the Somalia Decent Work Country Programme 2022-2025 jointly with the ILO and the tripartite constituents. With gender equality, tripartism, social dialogue and institutional capacity-building as a mainstreamed issue, four priorities have been identified for Somalia's Decent Work Country Programme such as promoting fair opportunities for decent jobs and skill development, promoting social protection for all, the social care of families, strengthening institutions of work for effective labour administration, and promoting social dialogue for protection of labour rights. Mr President, we have recently built a national employment centre with the aim of opening up opportunities for unemployed youth to visit our hub and use the resource in applying for positions either in the Government or in the private sector. In the next three years, we are aiming to establish model career centres across the country. We are opening a door of opportunity for ILO

partners with the Ministry of Labour and Social Affairs in making it an achievement in creating thousands of jobs for youth. Social security for all is the Government's top priority in the coming years. Several initiatives by the Government at large and the Ministry of Labour and Social Affairs in particular are underway. We are working on a comprehensive strategy to bring employment to the core of our development. Mr President, due to a time constraint, we look forward to continued partnership with the ILO to promote the objectives of decent work and Sustainable Development Goals. I will conclude by wishing the Conference participants every success in the important work they are doing here, and I thank you for your attention. Thank you.

Mr Oudet Souvannavong

Employer (Lao People's Democratic Republic)

Chairman, members of the presidium, Excellencies, distinguished delegates, ladies and gentlemen. It is a great honour for me to represent the employers in Laos to the 110th International Labour Conference and would like to congratulate the Director of the ILO for delivering a comprehensive report addressing the issues of occupational safety and health, apprenticeships and social solidarity economy. The employers in Laos will support this initiative as safety and health is of utmost importance to maintain entrepreneurship and employment, taking lessons from the past and present pandemic such as the COVID-19 outbreak. Laos is in the LDC list. The Lao Government is implementing its ninth social and economic five-year plan which continues to put a great emphasis in developing a strong economy based on private investment and businesses. But since 2019, the GDP growth declined sharply due to the impact of health and travel measures that further impacted business operation in many sectors and deeply affected employment. To rehabilitate the economy, a national agenda with new directives and measures has been recently made to improve the investment and business climate and strengthen the capacity of local entrepreneurs and employers. The Decent Work Country Programme and other labour-related programmes which have been initiated and implemented in tripartite with the Ministry of Labour and Social Welfare and the trade union are progressing well and need to be further developed to include occupational safety and health, apprenticeships, coming disruptive economy and social change. The Lao National Chamber of Commerce and Industry, as the official employer organization, is promoting decent work and contributing in the development of the new labour and social welfare laws. One major task of our organization is to promote SMEs, especially the ones operating in the rural subsistence areas. However, its capacity is very limited and would need support to develop the initiatives generated from this Conference. Finally, I would like to thank the ILO for providing technical assistance to strengthen our organization to get the Lao employers and labourers to a better working environment, fair employment and decent work. To these words I would like to wish a great success to the 110th International Conference. Thank you, Mr President.

Mr Ruslan Ilyichov

Employer (Ukraine)

Dear Mr Chairman, dear Director-General, dear ladies and gentlemen, there is war in Ukraine: the war for the freedom of our country against Russian aggression. We face terrible destruction, thousands of deaths. Millions of people leave their homes and country. Thousands of companies have shut down. Many are working below

capacity. The war caused economic and food crisis in the world. Ukrainian employers stand side by side with our people, our army, our government and Ukraine. We see the democratic world is with Ukraine. We are grateful to our international partners for their support. Employers of Ukraine supported the resolution of the ILO on the aggression of the Russian Federation against Ukraine. Economic and political sanctions against Russia must continue. The main task of Ukrainian employers, together with the Government and trade unions, is supporting the economy and saving jobs. Six million Ukrainian citizens had to leave their homes and move to other countries. The ILO estimation is that 5 million people in Ukraine have already lost their jobs. With the support of international partners and the ILO, we must do everything possible for them to return to Ukraine and their jobs in the future. Today a lot is said about the afterwar reconstruction of Ukraine. We are sure that the reconstruction of the country is our people, our production and technological capabilities. And today we must speak about jobs in Ukraine. Practical steps for recovery, economic instruments, they are a key part of the plan to rebuild the country after the war. Our friends from ILO member countries can also help us here. Production cooperation, placing orders in Ukraine, new contracts, all of these will give our people jobs and confidence in the future. We are grateful to the ILO, and personally to the Director-General, for the plan to review the ILO projects in Ukraine according to our current needs. For more than 100 years the ILO has been working in accordance with the principles of social partnership and social dialogue. Today, they remain relevant both in Ukraine and around the world and are supported by Ukrainian employers. I wish all the participants of the session fruitful work. Thank you very much and thank you for your support.

Ms Hildegard Hagemann

International Kolping Society

President, delegates, I would like to thank you for giving the floor to our Catholic social association, Kolping International. It has about 400,000 members in approximately 60 countries, and we now have the opportunity to take position on the Director-General's report. We would like to congratulate the DG on this report that focuses on LDCs, whose workers mainly work in the informal economy. This is a significant phenomenon in times of crisis. This report will mark a brief pause following the DG's future-oriented mandate. We congratulate him on his achievements. Under Guy Ryder's leadership, the ILO's constituents did not only get prepared for the future of the world of work. They were also able to collaborate with international organizations with a clear solutions-oriented principle, i.e. leave no one behind. This hiatus means that the work that has been done thus far shall be pushed forward. The ILO and its constituents will have to deal with the issues addressed with renewed energy. Kolping International would like to make some comments on these matters. First of all, it is a well-known fact that contact with persons working in the informal economy is often achieved through civil society organizations, especially in the LDCs, and that is why it is fundamental that NGOs be appropriately integrated in social dialogue. In many countries we see, however, that civil society organizations are limited in their actions through state violence. The ILO must clearly take position to defend civil society organizations. Secondly, due to the pandemic, the informal economy has grown, not only in the LDCs but also in developing economies. Indeed, this gives access to a cheaper workforce. This poses a danger to decent work. More than ever before, regulations are required to curb this trend and make companies liable for their actions. Thirdly, leaving no one behind also requires aiding the most vulnerable. The ILO must take strong action here, including with sanction instruments,

including sanctions against governments and social partners that violate labour laws. The ILO must specifically focus on women, sexual minorities, migrant workers in dictatorial regimes and others through direct cooperation and intervention. The fourth point that we wish to make is the following. The economic and social transformation of the economy in general and the world of work requires an all-present ILO. The establishment of an international labour court is crucial for a global community that aims for solidarity and for sustainability. As a Catholic organization, we would like to thank the outgoing Director-General for his support for our initiative, Future of Work, and by means of our new document, Care is work and work is care, we have contributed to the discussion which will continue under the ILO's new leadership and the Director-General Gilbert Houngbo. And we do count on him for continued fruitful collaboration. Thank you very much for your attention.

Mr Claudio Moroni

President (Argentina)

Unfortunately, the following speaker has a technical problem, and so we have come to the end of our list of speakers. And so this eighth plenary session of the 110th Session is now over. I declare it closed. Thank you very much.

Mr Alexandre Furlan

Employer Vice-President (Brazil)

Distinguished delegates, I would like to welcome you to this ninth plenary session of the 110th meeting of the International Labour Conference. In this session we will continue with discussion of the report from the President of the Governing Body and the Report of the Director-General in accordance with the list of speakers which was published in today's daily bulletin. Before we start work, I have to remind you that tomorrow, between 10 o'clock and 1 o'clock, there will be a summit on the world of work taking place in this room. The subject of the summit this year will be overcoming the multiple world crises, promoting recuperation and resilience centred in human beings. This significant event will consist of a high-level roundtable moderated by a well-known journalist. There will be addresses from two Heads of State and a conversation between the Director-General of the ILO, Mr Guy Ryder, Secretary-General of this 110th meeting of the Conference, and two high-level representatives of the unions and enterprises. On the website of the Conference and in the application, ILO Events, and in tomorrow's bulletin you will find all the relevant information. As stated in the daily bulletin, during the summit on the world of work you will need a special pass, not just the ILO pass, to be able to get into the plenary room. Each delegation will be given four places. Only four because of space limits in the room. Delegates who wish to listen to the summit but who cannot get into Room 20 will be able to listen live from Room 19, which is to the side of this room. All of that information was published in the bulletin today and will also be included in tomorrow's bulletin. When the summit is over, we will start approving the first reports from the committees. Thank you for listening. Without any further delay, we will return to the general discussion, and here I have to remind all speakers who are speaking via Zoom that they should use a good microphone from a quiet place. The use of inadequate equipment and the presence of noise makes the work of the interpreters unnecessarily difficult. To make sure we have quality interpretation, please take account of all of this. Ladies and gentlemen, I would like to invite the first speaker on the list now to speak,

which is Mr Mohd Effendy Abdul Ghani from Malaysia to speak and then I will ask Mr Atalay from Turkey to prepare to speak by coming close to the podium. Thank you.

Mr Mohd Effendy Abdul Ghani

Worker (Malaysia)

Respected Chair and all the members of the committee and all the participants present both physically and also virtually, we are nearing the end of the 110th ILC sessions held in 2022 with discussions attended by the governments', workers' and employers' representatives from 187 ILO Member States discussing world of work issues. This year, occupational safety and health, apprenticeships, as well as the social and solidarity economy are among the items on the agenda of the Conference. As in previous years, the MTUC, the Malaysian Trades Union Congress, also participated in presenting some views and proposals that need to be addressed by the governments and employers. Of course, what has been presented in this session is simply to create better industrial relations in the spirit of tripartism between workers, employers and the government in line with international standards, especially as required in the implementation of Convention 98. It is not an international platform intended to discredit any party. We are confident that the current leadership of the governments are more open in listening to the grievances and opinions of the working class in ensuring the interests of the working class as a driver and determinant of a better national economy. We at MTUC hope that 2022 will bring many positive changes from the Government's actions. This includes continuing discussions with the MTUC and also employers' representatives on any changes in national policy, especially in discussing amendments of national labour laws. The continuing spirit of tripartism must be continued. In line with the theme of Labour Day 2022 this year, the Government must seriously consider workers as the pillar of a Malaysian family in the country's recovery. All good industrial relations will continue to be maintained in upholding the working class in Malaysia. This also includes migrant workers in Malaysia. Hopefully the discussion on the amendment bill for the Trade Union Act 1959 this year can also be completed with a good understanding and provide benefits to a more dynamic and successful Malaysian trade union movement. In addition, we hope that the Government should also be sensitive to the difficulties of the workers who are going through today with the burden of the cost of the rising price of goods. In the same hand, we would like to thank the Government of Malaysia for the announcement of increasing the minimum wage. After two years, we are in a pandemic era and the Government implementations such as the strict movement order or lockdown, workers in Malaysia have lost their jobs as well as income. Now Malaysia is heading into the endemic stage with the economic situation improving, but the increase in the price of basic goods is indirectly burdening the working class. With this, we hope that more holistic efforts and actions can be taken to ensure that the working class does not continue to be a burden. Lastly, we thank the MTUC partners, brothers and sisters who attend this session with great enthusiasm and at their own expense without funding from the MTUC. The same goes for our international trade partner, ITUC, who has provided much insight and support from the very beginning. And finally, to the ILO for giving us the space and the opportunity to present our views and proposals internationally. Thank you very much, [vgr INAUDIBLE 3:23].

Mr Ergün Atalay

Worker (Türkiye)

Distinguished President, distinguished participants, in his report, the Director-General states that the damage caused by the pandemic to the economy was four times greater than that in the global crisis experienced in 2008. Countries that could not find masks, gloves, respirators and vaccines in the early stages of the pandemic saw that their money was worthless and that daily life could not continue without the workers who provide essential services. Millions of our citizens in Turkey were affected by the pandemic. Thousands lost their lives. We worked along with the Government and with employers to prevent job losses and wage losses. The state covered the cost of all COVID tests, vaccinations and related health expenses. I believe that in my country the pandemic was properly and successfully managed, and I would like to thank the Head of State, health workers and everyone who contributed. Distinguished President, we were focusing on our post-COVID plans to heal our wounds just before the war in Ukraine broke out and became of increasing concern for the future. We are now discussing energy security and problems in access to food and water and high inflation. The purchasing power of workers is decreasing on a daily basis. There are employers who are against union organization and they continue to exploit workers. We have been saying for years that sectors of critical importance such as food and energy should not be privatized. We are able to organize more easily in most workplaces that are members of employer organizations who are present in this room. However, dismissals due to union membership, union organization, anti-union actions at other workplaces, including 90% of workplaces in my country, still continue. We cannot talk about functioning democracy or the full existence of union rights unless employers change their perceptions of unions and workers and set aside their ambitions solely to make profit. It is not possible to fully establish social dialogue, to prevent work accidents and to create job security or solve other problems of working life without solving the problem of unregistered employment. We have run out of patience. In the next legislative period, arrangements will have to be made, through negotiations with the unions, which will eliminate the negative impact of the post-coup constitution on union rights and lift the obstacles confronting union organization. Important and urgent issues such as the safeguarding of the purchasing power of those on the minimum wage, the retired and all workers, the situation of those who cannot retire due to age, the recruitment of subcontracted workers, the problems related to the working hours of temporary workers, all these problems have to be solved. In addition, the necessary arrangements must be made for public sector employees to be able to engage in collective bargaining, just as blue-collar workers can. Turkey is fulfilling its humanitarian responsibility here by hosting millions of Syrian refugees who are fleeing the war and those who are coming from Ukraine and other countries. However, those who sink the boats of refugees in the Aegean Sea are committing crimes against humanity before the eyes of the world. The international community should not remain silent about this. During the session three days ago, the Greek Cypriot Workers' delegate used the term 'Turkish occupation of the island'. I would like to remind you that from 1963 until 1974 the Greek Cypriots carried out an armed ethnic cleansing campaign against Turkish Cypriots. For more than 50 years now, it has been the Turkish Cypriot people who have been suffering from the lack of a settlement of the Cyprus issue. We should never forget that Turkish Cypriots accepted the Annan Plan in 2004, while it was the Greek Cypriots who rejected it. You cannot hear the Turkish Cypriot workers' or employers' organizations today as their rightful representatives at international platforms as they are denied access to those

platforms by the Greek Cypriots. We call on the international community to stop these restrictions which have no legal or legitimate basis. The weapons that independent and democratic countries cannot buy for self-defence are freely provided to terrorist organizations by some countries. And while people die, the winners are the arms dealers. As the Director-General has stated, those who start wars and who support terrorism hinder social justice. Values which are eroding in the world such as human rights, democracy and the social state should become once again priority targets for every country. A famous writer said once, “Being good is easy. What is difficult is being just.” Everyone has to be just for a better world. Thank you very much for your attention.

Mr Gudmundur Ingi Gudbrandsson

Government (Iceland)

Mr President, Director- General, honourable delegates, ladies and gentlemen and others outside of those two categories. First let me start by thanking the Director-General for his leadership for the past ten years and extend my heartfelt thanks for his excellent work for the ILO during this time. The overarching goal of the UN 2030 Agenda is to put an end to poverty. This includes to secure employment and decent work for all and to leave no one behind. This is a commitment that we all share and resonates with the mandate of the ILO on social justice. Unfortunately, the COVID pandemic has disrupted the labour market worldwide and has made our task more difficult. The evidence shows that the least developed countries have especially been hit by these challenges. Concerns relate to how the LDCs have suffered from the uneven distribution of vaccines and how the employment ratio has fallen. Women remain a vulnerable group and are largely unemployed. Other vulnerable groups that often fly under the radar are also people with visible and invisible disabilities and people from the LGBTIQ+ community. It is also worrying how the informal economy has grown through the pandemic. This has resulted in poor working conditions, lack of access to social security and low wages. It is important that the ILO and its members keep working towards advancing the Decent Work Agenda in the LDCs as this is a matter to the international community. Iceland also is committed to leaving no one behind in our own country. Despite the fact that poverty rates in Iceland remain relatively low, challenges relating to poverty, to loneliness, to the gender pay gap and uneven opportunities for people with disabilities, immigrants and other vulnerable workers remain in our society. We believe that the solution can be found in investing in people through a flexible and inclusive labour market and education for us all. It is our firm belief that education and human resources are the foundation for equality, long-term economic growth and prosperity. Iceland is therefore committed to creating a labour market that is accessible to all and that takes into account the challenges of the future, including just transition relating to climate change and technological change. We will promote employment and social inclusion by effectively mobilizing vulnerable groups on the labour market such as the lowed skilled, young people, people of foreign origin and individuals with reduced work capacity. And the measures involve creating a labour market that also takes into account the physical, the psychological and the social factors of workers that can affect their ability to work and increasing the number of flexible and part-time jobs, as well as carefully designed lifelong learning programmes. A reform on these matters has already started in Iceland. Social justice and inclusion must always be a top priority in policymaking for the labour market. A labour market that is inclusive and open to all is a prerequisite for decent living but so is also combatting climate change and securing peace, which

is in turn a fundamental prerequisite for social justice and the well-being of people in the coming decades. I thank you for your attention.

Mr Quang Phong Hoang

Employer (Viet Nam)

Dear Mr President, dear heads of delegations, ladies and gentlemen, on behalf of the Vietnamese employers' organizations, I would like to express our respectful greetings to the President of the Conference, Mr Director-General and all delegates. It is my honour to inform you that the successful seventh National Congress of the Vietnam Chamber of Commerce and Industry in December 2021 has set forth six key solutions and three strategic breakthroughs for VCCI and the Vietnamese business community to pursue towards a more conducive, sustainable and digitalized business environment in Viet Nam. Being the national employers' organization in Viet Nam, VCCI has been actively working side by side with the Government and other partners to timely introduce solutions and policies to support and ensure business continuity, employment and social security during the pandemic and in the recovery phase. We, together with other tripartite partners of Viet Nam and the ILO, are developing the fourth cycle of the Decent Work Country Programme from 2022-2026 which is in alignment with the country's social and economic development plan and the United Nations Sustainable Development Cooperation Framework. The socially responsible practices, health, safety and working conditions in businesses, especially in such labour-intensive sectors as garment and textile, footwear, electronics, seafood, wood processing, et cetera, have been broadly and strongly promoted by the VCCI in conjunction with ILO core Conventions and the international standards for ensuring decent work and sustainable business in the global supply chain. Skills and employability have also been among the priorities on our agenda for years to develop a qualified workforce for sustainable business development in Viet Nam. VCCI leaders are active and responsible members of tripartite institutions such as the National Committee for Education and Human Resource Development, National OSH Committee, National Wage Committee, National Social Security Fund Management Board of Viet Nam, National Industrial Relations Committee. VCCI also chairs the Domestic Advisory Group under Chapter 13 on trade and sustainable development of the EVFTA. Ladies and gentlemen, while we hope that the world is now heading out of the pandemic and learning to live with COVID-19, we are warned to expect a prolonged period of economic recovery. In this context, it is truly a pleasure for us to attend the 110th Session of the International Labour Conference with an agenda covering the discussions on issues related to the quality of the workforce which is critical for business to build forward better. Finally, I would like to sincerely thank the ILO, in particular ILO Viet Nam, and sister employer organizations as well as other partner organizations for your valuable support and cooperation. I wish all of you good health and success. Thank you for your attention. Merci. [foreign 4:20].

Mr Parveen Kumar Bala

Government (Fiji)

The President of the Conference, the Director-General of the ILO, respected delegates, Your Excellencies, ladies and gentlemen, bula vinaka and warm greetings from Fiji. Your Excellencies, ladies and gentlemen, it gives me great pleasure to address this 110th Session of the International Labour Conference, ILC, on behalf of

the Fijian Government. First and foremost, I would like to congratulate Your Excellency Minister for Labour, Employment and Social Services of Argentina for being elected as the President of the Conference on 27 May 2022. We will be profoundly guided by your experience and leadership during this meeting, Mr President. Mr President, I agree with the sentiments of the Director-General that the ongoing conflicts in the world have brought suffering to the working people and damages to the enterprises, and we as a small island nation are facing the full brunt of this. We must take collaborative action now to protect the future of work and the future we want to leave for our children. Mr President, despite these setbacks, we continue to strengthen our response to address challenges like poverty, job loss, climate change and many other issues in the world of work to ensure that we provide the best to our Fijian people. Whilst at the same time, we would like to provide an enabling environment for social dialogue and good faith in all aspects of employment, labour relations and productivity. Mr President, a safe and healthy working environment must be at the centre stage of any employment relations discussions and conditions. Thus it is important to note that health and safety must not be compromised in any way for workers' safety and well-being. Mr President, the Fijian Government has provided a robust plan for recovery from this pandemic to ensure that we provide the best possible framework to recover lost hours of work and associated job losses caused during the pandemic. Our government's main aim is to ensure that no one is left behind and that every Fijian is provided the best possible care during this pandemic or in any state of disaster. Our COVID-safe recovery framework ensures that we open our economy gradually so that we are able to meet the demands and ensure a COVID-safe working environment. Mr President, the Fijian Government continues to assist the unemployed through government assistance programmes. In 2021, the Fijian Government provided $430 million to assist more than 400,000 Fijians in the formal and informal sector. Mr President, as a nation, the last two years, with the impact of COVID-19, has been a time of promoting and raising awareness on the importance of having a positive health and safety culture at the workplace. With the joint efforts of our government ministries, statutory organizations and relevant stakeholders, the Fijian Government conducted audits to monitor the operations of workplaces to ensure compliance of COVID-19 protocols. Mr President, the Fijian Government made a planned move to review the national minimum wages and ten sectoral minimum wages to ensure we provide decent wages to our workers. We have implemented the wages increase in four tranches. As we speak, the Fijian Government is embarking on the setting up of the productivity commission to measure productivity across all wage sectors. Mr President, we are thankful to the Government of Australia and New Zealand for their continuous support in providing employment to Fijian workers under the labour mobility programme. I thank you, Mr President, and all participants for the opportunity to make this address on behalf of the Government and the people of Fiji. Vinaka vakalevu and thank you.

Mr Mostafa Bayram

Government (Lebanon)

Excellency Director-General of the ILO, Excellencies Ministers, as you meet for this 110th meeting of the ILC, I greet you from Lebanon that is suffering because of an unjust blockade that is obstructing our access to basic necessities like electricity, and that is impeding our exploitation of our gas and petrol resources at sea and at land. All of that in addition to the complications because of the attacks of the Israeli enemy and the excavations in the Karish area which is a disputed area. And at the same time,

we call for the safe return of refugees and the extension of assistance to them within their country and to support also Lebanon, its people and its government as a compensation for what it has incurred. Lebanon has made great sacrifices with the life of our people. They have fallen victim to acts of terrorism because of the acts of terrorists that move freely from one continent to the other. At the same time, we are hosting the Palestinians and we are raising our voice indicating that it is necessary for them to go back to their homes in Palestine and for there to be an end to the attacks that they suffer daily and also the removal of the wall that is separating them. We stand against all attacks, whatever the source, and we are standing side by side with everybody who has been wronged. At the same time, we condemn the expenditure on conflicts that is destroying our planet and its resources. If only half of that was spent differently, we would be able to overcome ignorance and disease and unemployment. We would have been able to give a good life for everybody. Everybody, all mankind, has seen how development is important and how it is important for us to place the human being at the heart of all our efforts and there should not have been profit before the life of people. And this is what we have seen in the field of vaccines. We were successful in Lebanon, despite the collapse that has happened in our country because of the successive layers of corruption and the cumulative effect thereof. And here we are facing a great shortage of food materials and the supply chains have been disrupted, and this is causing unemployment to rise everywhere in the world not only in Lebanon. The Ministry of Labour in Lebanon has launched a number of incentives for supporting the wages of workers and strengthened social security as well as enhancing the freedom of union efforts and union work. All of that in order for us to balance supply and demand. There has been a plan for digital transformation also. We have stopped giving licences to employment agencies so that we could do away with all the dangers that could emerge as trafficking in persons. All of that to take into account the terms of international agreements. Personally, I am following up on cases of people whose services have been terminated. In view of all of that, I said a number of days ago as we spoke on the margin of this session and in the meeting of the non-aligned countries, we have launched an initiative that we are once again submitting here to you. It is a single initiative for global solidarity to counter unemployment and to overcome exploitation and injustice and the pillaging of the wealth of nations. Now is the time for us to engage in a new formula, a win-win formula for everybody. I bring to you all my greetings from Lebanon.

Mr Dechboon Marprasert

Employer (Thailand)

Mr President, on behalf of Thai employers, I would like to take this opportunity to briefly mention the impact of COVID-19 and the global crisis on Thailand's economy, and how do we Thai employers get through this situation. COVID-19 and the global crisis has had a significant impact on Thailand's economy over the past few years. In order to respond to the pandemic, like other countries, lockdown measures have been introduced. Consequently, many businesses had to shut down or lay off their employees because they could not bear the cost. The Government has issued measures to help the most vulnerable groups affected by the pandemic through social assistance programmes. Apart from the Government's various measures, we employers do not sit idly by. We do not want to leave no one behind. Businesses must survive, and so do our workers. During this difficult time, we have made every effort possible to ensure our workers adequate working conditions and reasonable welfare. To guarantee a healthy and safe work environment, most employers routinely provide

free rapid antigen test kits and ensure that their employees receive fair medical treatment through health insurance and social security programmes. Furthermore, we Employers' Confederation Of Thai Business encourage our members who have to lay off their people to provide fair compensation and reasonable severance packages for those laid off. It is not just the economy. Multiple outbreaks and lockdowns have transformed the way people work. Most businesses adopted a work from home policy. Drawing a line between working hours and employees' personal life has become a more critical issue. We try to ensure that no one works beyond their regular office hours without being paid. It is our responsibility to help our workers thrive in this difficult time together by offering technical and well-being assistance as well as ensuring that the employees' rights are protected. Apart from workers in our country, we have also concern about foreign workers in neighbouring countries as many Thai companies operate businesses in our neighbouring countries such as Cambodia, Lao PDR and Myanmar. Therefore, we also encourage all those Thai companies to conduct their business in accordance with the ILO's standards. The Employers' Confederation of Thai Business provides guidelines requesting cooperation from Thai companies to not expect only profits but also value the quality of life and labour rights of those workers. However, this would not be possible without help from the Government, especially General Prayut Chan-o-cha and Mr Suchart Chomklin, Minister of Labour, and the participation of employers and employees. We believe that the tripartite framework could assure the sustainable growth of the economy, flourish businesses and protect the rights of workers. Thank you. Khob khun ka [foreign 4:35].

Ms Cyrene Waern

Worker (Sweden)

Chair, distinguished delegates, as Sweden's Worker delegate, I would like to highlight the vital role of the ILO in contributing to a world where decent work, equality and peace are guiding stars in our tripartite work. During the pandemic we have seen how developing countries have been left behind, both in terms of vaccines and in efforts for transition when jobs disappear. The 553 million that the Director-General mentions in his report living in poverty and the 215 million that are malnourished must not be abandoned. If we are to achieve the global goal by 2030 of putting an end to poverty, we must ensure good healthcare, good working conditions and education for all. One way out of poverty is through free education. No children should of course work. At the same time, women's rights in working life have taken several steps backwards. The pay gap between women and men is still wide, unemployment increases and the first ones to lose their jobs are women. So, efforts to increase gender equality in the global labour market must be intensified. Today we can also see how a modern slave trade has emerged. With dreams of a more secure future, people are exploited by unscrupulous, greedy employers. We must create a labour market where all employees have the right to reskilling and up skilling and lifelong learning through their whole work life. Therefore, the work achieved by the General Affairs Committee at this year's ILC to include a safe and healthy work environment in the fundamental rights is of great importance, and historical I must say. Mr President, in many countries today trade union activists and workers are persecuted, imprisoned and even killed. Belarus, Iran, Myanmar, et cetera, are some of the countries preventing free trade unions from representing workers. This must end. On behalf of the Swedish Trade Union Confederation and the Swedish Confederation of Professional Employees, I also want to express our profound solidarity with the workers in Palestine. The Director-General's report about the occupied territories demonstrates that the decent work

deficit in Palestine is alarming. Together with the global trade union movement, we also strongly condemn the violence conducted by Israel. One recent example is the killing of the journalist Shireen Abu Akleh and where there are strong grounds to believe that she was shot to death by Israeli forces. An impartial investigation needs to be carried out urgently and perpetrators put to justice. The occupation must end, the trade blockade of Gaza must be terminated and the daily harassment of civilians must stop. We believe that the Swedish Government's recognition of the State of Palestine supports the progressive forces, both in Palestine and in Israel. We want to reaffirm our support to these forces and to a lasting solution in which Israel and Palestine live side by side in peace and security. It is only when dialogue replaces violence that a just, two-state solution can be a reality. One people, one world in peace and solidarity. Thank you.

Mr Kerfalla Camara

Employer (Guinea)

President, ladies and gentlemen, first of all I would like, on behalf of the CGE-GUI, the General Confederation of Guinean Companies, to convey the greetings of a united Guinean private sector which has decided to ensure the synergy of its resources and skills in order to serve Guinea and its partners. This has been made possible under the aegis of His Excellency Colonel Mamady Doumbouya, the transition president, who has spared no effort in unifying the four employer organizations which have represented the Guinean private sector from 2008 to 2022. This also provides me with an opportunity to commend the initiative of the Director-General of the ILO for choosing in this year's report to emphasize the least developed countries, the LDCs, of which Guinea is one. As indicated in the report, structural transformation is essential in order to implement the Decent Work Agenda in a country like Guinea and therefore to achieve the Sustainable Development Goals. The CGE-GUI has a firm belief in this, and we believe that this cannot be done without a strong private sector in the Republic of Guinea. Prior to the inception of the CNRD, the Comité National du Rassemblement pour le Développement, on 5 September 2021, the Guinean private sector was stagnant in a very unfavourable situation for its unity of action. In order to lend meaning to the unifying vision advocated by the CNRD, inclusive consultations were organized in order for all Guineans and friends of Guinea to agree on the approach to be adopted in order to transform Guinea into a country that would have the best possible institutional framework. This democratic process has led to lending fresh impetus to the Chamber of Commerce and Industry of Guinea which had not held elections for almost 20 years, as well as to establishing the unified employer organization, namely the CGE-GUI which I have the honour to represent here today. These representative and independent organizations have a main goal which is to be key drivers for the implementation of a favourable environment for establishing sustainable companies, for boosting the creation of decent jobs, encouraging infrastructure investment, contributing to the development of skills as well as broadening social protection. Distinguished constituents, as stated in the report of the Director-General, in order to ensure significant socio-economic development, the least developed countries have to improve their productive capacity, but they must also strengthen their institutional and governance structure. This is the logic on which the Republic of Guinea now acts. The stakeholders in the Guinean economy, represented by the CGE-GUI, have decided to contribute to the dynamic movement under Colonel Mamady Doumbouya. And as the only representative of all Guinean employers, the CGE-GUI is now playing a heightened role in tripartite social dialogue, which is a key

component in the process that will lead Guinea to inclusive, sustainable, socio-economic growth. Thank you.

Ms Muferihat Kamil Ahmed

Government (Ethiopia)

Good afternoon, Mr President, honourable ministers, distinguished delegates. I congratulate you, Mr President, on your election to preside over the 110th Session of the International Labour Conference. I also commend Director-General Guy Ryder for your comprehensive report and for the credible work during your tenure. I take this opportunity to congratulate Mr Gilbert Houngbo as you embark upon your new responsibilities as the next Director-General of the ILO. Mr President, this Conference is taking place in person for the first time since the outbreak of the COVID-19 pandemic. Over the last two years the pandemic has created uncertainties coupled with emerging challenges affecting the livelihoods of citizens across the globe, which demands solidarity. It is indispensable that we carry on with this lesson while engaging in the various agenda of the Conference as the pandemic is not over yet. Most importantly, as our Director-General noted in his report, many countries are still struggling to recover and transcend the multi-dimensional damages of the pandemic and overcome other emerging challenges. Mr President, my country, Ethiopia, has also been hugely affected by the pandemic. Those impacts on the labour sector have particularly been immense. I believe we have come out of it with resilience through the exerted efforts of the wise leadership and the social values of Ethiopian people. My Government has been taking emergency and stabilization measures as well as strategic interventions. We also have revitalized the institutional arrangement and governance of the labour sector. The recent proclamation by the Ethiopian Parliament has set a new ministerial arrangement for labour and skills. This arrangement positions us in a better way not just to manoeuvre through the impacts of the pandemic but also proved useful in implementing the various ILO and other international agreements that my country has adhered to. My ministry is also working in collaboration with employers' and workers' associations to find ways to set minimum wage to ensure safety and industrial peace through social dialogue that will entail behavioural change. As part of the institutional rearrangement, we have recalibrated our skill development and utilization strategies with emphasis on innovation, skill flexibility and youth employability. The new approach envisions a region-wide skill development and utilization agenda. Recently, we launched the East Africa Skills for Transformation and Regional Integration Project centre of excellence in seven priority areas. We believe such approaches are important to attain the vision of our continent as enshrined in Agenda 2063 of the African Union. Our strategic intervention promotes collaboration and partnership. In this regard, my ministry has signed eight inter-ministerial memoranda of understanding to foster policy coherence and coordination of engagements. We also concluded four bilateral labour agreements with major receiving countries in order to regulate migration, prevent human trafficking and protect the rights, dignity and safety of citizens working overseas. Mr President, reform and changes are not easy, rather full of challenges and lengthy processes, but I assure you that we are working relentlessly to address the challenges and change them to opportunities. We are optimistic that the outcomes of this Conference will enhance our solidarity and strengthen global partnership to respond to the daunting political, socio-economic and environmental challenges of our time. As Ethiopia is preparing to celebrate the 100 years anniversary of its membership to the International Labour Organization, let me conclude by once again

recommitting ourselves to multilateralism and to the works of this historic organization. Ameseghinalehu. I thank you

Mr Fridolin Mve Messa

Worker (Gabon)

Chair, distinguished delegates, ladies and gentlemen, it is an honour for me, and I am proud to speak on behalf of the workers of my country, Gabon, in this august assembly looking at and working on the rules which regulate the world of work. This 110th ILC is taking place in the context of a health crisis linked to the COVID-19 pandemic which, for two years now, has overturned our habits, had an impact on our lives and had a serious effect on the economies of our countries. In the end, it has been the workers of the whole world who have paid a heavy tribute as a result of the pandemic's nefarious effects. In spite of all of that, we can be pleased that the ILC 2022 has been able to be held despite the travel restrictions and the health measures that are still operating in many countries in the world. And this is the time for us to congratulate Claudio Moroni, the Minister for Labour, Employment and Social Security in Argentina and President of this Conference, for the good conduct of its work. On the same line, I would like to warmly congratulate the new Director-General of the ILO, Mr Gilbert Houngbo, who is the first person to come from our continent to occupy this prestigious post. His election is the fruit of the democratic spirit that reigns in the ILO. Mr Chairman, ladies and gentlemen, as a workers' representative, I cannot pass in silence over the excellent work that has been done by our brother, Guy Ryder, the Director-General of the ILO, now outgoing Director-General, who over the past ten years has adopted a forward-looking future-based approach to his job to face up to the many challenges that face a world that is constantly changing. And we have to pay homage to him for the work that he has done. In fact, under his leadership Gabon has been permanently supported and assisted by the ILO. This multifaceted technical assistance has made it possible for our country to place a new labour code at the disposition of employers and workers, and that came out of a consensus between the parties involved in practised social dialogue. There is other work in progress. We can mention capacity strengthening for union leaders and employers and the setting in place of a national council for social dialogue which will make it possible to organize social dialogue between the social partners and finally to put union work on a solid basis. However, we have to register that, despite the progress we have seen in the area of labour, many Gabonese workers and their representatives are still being subjected to ill treatment in the private and public sectors. We can see that, in some companies, workers work without protective equipment in violation of national and international regulations setting out the rules of safety and health at work. Apart from that, many are paid less than the national minimum wage which has been established by the state and are working without social security coverage. Mr Chairman, there is another situation which is even more serious which the ILO and everyone needs to look at, and that is the question of pensions, both civilian and military pensions. Many pensions are paid late or are not paid at all, putting pensioners even further into precarious situations and into poverty. That is the situation of public servants who, since the new system was set up in 2015, continue to receive advances on their pension, and they sometimes have to wait two years before they receive their pension. To wind up, we would like to call the attention of the ILO to the situation of union leaders who are subjected to intimidation on the part of their employers and sometimes are taken to court and put into prison. The effect of that is to disrupt social dialogue, and in its place we see social conflicts arising which lead to destabilization. We do not want to be

pessimistic. We remain hopeful. We hope that there will be a collective raising of awareness of the significance of our conditions of life and working. So, for that reason, we are adopting a pragmatic approach as in other governments, and I thank you for your attention.

Ms Irina Kostevich

Government (Belarus)

Ladies and gentlemen, I would like, on behalf of the Government of the Republic of Belarus, to greet participants at the 110th Session of the International Labour Conference and to wish you all a productive session. The Republic of Belarus has been a member of the ILO for almost 70 years. In that period, Belarus has ratified 51 ILO Conventions, including the eight fundamental Conventions guaranteeing the most important rights in the world of work. Our position is rooted in a deep belief that the human dimension has to be the key factor in socio-economic policy and social dialogue must be the main instrument in order to achieve balanced, successful social development. Belarus' policy rests on the basic principle of ensuring [vgr INAUDIBLE 1:12] impact on the global economy. Huge efforts will be required in order to [vgr INAUDIBLE 1:19] of the ILO, namely that the concern for the individual has to be the key component of the policy for recovery. Belarus has always stood and continues to stand for peace and cooperation. We call on all countries to put the ideology of confrontation behind them. Today, the world needs a concerted effort, and it is only together that we can overcome current challenges and build a better future for our children. We want the world to be united. However, reality, unfortunately, is rather different. The international community is encountering the use of unilateral coercive measures. Individual groups of countries, in violation of international law and the UN Charter, are seeking to impose their will on other countries. The UNSC has condemned this illegal, malignant practice. Economic sanctions have already led to destructive consequences in various regions of the world. In fact, the world is on the brink of a food crisis. However, this does not prevent those from acting who believe that everything can be settled through might. At present, countries of the European Union, the United States and other countries are applying unfounded sanctions against Belarus. What is their goal? It is very clear they want Belarus companies to stop their work, Belarus citizens to lose their jobs and to be deprived of their workers' and social rights. In speaking out at this international forum, I state that sanctions are contrary to the principles of the ILO. The Organization must not remain indifferent to this problem. At the International Labour Organization it is essential to condemn these sanctions with all their destructive consequences in every social moral aspect. The ILO must condemn the malignant practice of the unilateral coercive measures and demand that they be immediately stopped. Thank you.

Mr Saravanan Murugan

Government (Malaysia)

Mr Chair, distinguished delegates, good afternoon. First and foremost, allow me to join the others in congratulating Mr Gilbert Houngbo for his recent appointment as the Director-General of the ILO, and may he continue the good work of the previous Director-General, Mr Guy Ryder, and bring about a progressive approach in addressing the long-term impact of COVID-19 in the world of work. Malaysia welcomes the ILO Director-General's report on 'The least developed countries: Crisis, structural

transformation, and the future of work' and is pleased to see that much focus is placed on the least developed countries, particularly as we are moving towards achieving the United Nations' 2030 Agenda for Sustainable Development Goals premised on the concept of leaving no one behind. As such, at a domestic level, efforts were concentrated on those most affected by the pandemic, whereby the Government of Malaysia emphasizes the role of labour in reviving the country's economy as the key enabler in the recovery process. Firstly, the introduction of the JaminKerja initiative is aimed at providing 600,000 job opportunities in 2022 with an allocation of US$1.1 billion. This initiative is part of the Government's commitment to reduce the unemployment rate from 4.1% to the rate before COVID-19 at 3.3%. Secondly, the Government has taken a bold step to further assist workers and stimulate the economy by introducing a new national monthly minimum wage which saw an increment of 25% of the previous minimum wage. Realizing that this may burden the industries, the Government has continued the wage subsidy programme to cushion the financial impact of minimum wage, which to date has benefited 350,000 employers and helped retain 2.7 million workers. Further, the Government also realizes that there needs to be a stronger will to provide decent work that covers fundamental principles and rights at work as well as better social protection to all workers. To that end, this year alone the Government has successfully gazetted the Occupational Safety and Health Act and amended the Employment Act based on the international labour standards requirements. In addition, Malaysia has introduced the Self-Employment Social Security Scheme to provide social security to self-employed individuals in light of the recent rise in the gig economy and digital platform workers. Malaysia is also proud to have been one of the recent ILO Member States to ratify ILO Protocol 29 in March 2022 as part of our ongoing commitment to eradicate forced labour. I thank the ILO for their solid cooperation and technical assistance and hope that the collaboration will continue to be strengthened. Malaysia looks forward to the conclusion of this year's Conference agenda, especially on the inclusion of occupational safety and health as a fundamental principle and right at work as this is indeed timely and resonates well with the arising issues during and after the COVID-19 pandemic. Malaysia also awaits with keen interest the conclusion of the discussion on the social and solidarity economy towards advancing social justice through decent work and believes that this will provide a much-needed baseline as we build back from the adverse impact of COVID-19. With that, I thank you and I wish for all to have continued success ahead. Thank you.

Mr Gatis Eglitis

Government (Latvia)

Distinguished delegates, it is a great honour to address the International Labour Conference. The COVID pandemic had a significant impact on the labour market. Certain sectors and vulnerable groups faced enormous challenges. Major initiatives were launched to support those most affected by the pandemic and the restrictions that needed to be put in place to contain the situation. We introduced different furlough schemes and wage subsidies as well as measures aimed at improving the health situation in workplaces. We adjusted active labour market programmes and other support measures, also by expanding different online courses and ensuring access to the platforms of massive open online courses that continue to be popular. The pandemic will probably have a long-term impact on work-life balance arrangements and how people structure their working lives, with remote work remaining very widely used. There has been a gradual labour market recovery from

the COVID pandemic. Unemployment rates have reached pre-pandemic levels and vacancy numbers surpass those before the pandemic, so this is good news. However, the war in Ukraine has and will continue to impact both the labour market and the social protection system. Latvia strongly condemns Russia's aggression against Ukraine. Latvia has welcomed people fleeing the war in Ukraine and launched comprehensive support programmes. We have lifted different restrictions on our labour market participation for people from Ukraine, and our public employment service provides active support. Inclusive labour markets and effective social protection systems are a precondition for economic growth and economic potential. We need to look at the future of work through an inclusiveness lens. Green and digital transformations have the potential to cause significant transitions in the labour market alongside the demographic shifts that are already taking place. Therefore, our active labour market programmes have been enhanced with skills promotion measures to respond to these developments. It is essential to put skills policies at the forefront of efforts, taking a life course approach as continuous learning and upgrading skills are prerequisites for successful labour market programmes. At the same time, vulnerable groups, and in particular people with disabilities, need adequate support to promote both integration into the labour market and sustainable employment. Also, active ageing policies will have to play a more prominent role. As a final point in this regard, I wish to note the issue of labour shortages and skills shortages. Where they occur, these shortages need to be tackled, paying attention to labour market conditions. When set at the right level, the minimum wage is one of the instruments to support the income of the low-wage earners and incentivize work, productivity and investments. Social dialogue is vital for making more informed policy choices and taking the challenging labour market landscape into account. Policies need a strong evidence basis, and big data can play a crucial role. Thank you very much.

Mr Francisco Maltes Tello

Worker (Colombia)

Chair, the union confederations CUT, CTC and CGT from Colombia greet the 110th International Labour Conference. Mr Guy Ryder, we workers would like to congratulate you on the excellent work that you have done over the past few years, particularly given the times we have been through with the health, economic and social crises that we have been through which have required the greatest degree of resilience. We also welcome Mr Gilbert Houngbo who we wish every success in the effective promotion of tripartite dialogue, through which we can continue to resolve the problems that arise in the world of work. From the Director-General's report, we would highlight the need to make progress and to set up national strategies aimed at increasing decent work, economic transformation and the promotion of labour policies. Colombia welcomes the decision of the International Labour Conference to include safe and healthy working conditions as a fundamental right and principle of decent labour. At the moment, only 74 countries have ratified Convention 155 on safety and health at work, and only 57 have ratified Convention 187. For which reason, we call on all the governments of the world, including our Colombian Government, to immediately start work and take through to the end the process of submission and ratification of these Conventions as a gesture of true tripartite dialogue. The Colombian Government should also accept its obligations to the ILO and the workers and ratify Conventions 135, 149, 156 and 183, as agreed in the last national negotiations. We also think it is fundamentally important that we set up a social protection system which is different

from that which was established by Decree 1174 of 2021 which does not give effective access to health pension protection against risks at work or the possibility of moving towards minimum standards, to better protection and better levels of social protection. Apart from that, violence persists in Colombia. In accordance with the Inter-American Centre for Human Rights, during the social process of 2021 there were at least 9,700 protests with continuous participation of nearly 200 million people who took to the streets, in the course of which 83 people died, more than 100 people disappeared and there were at least 87 acts of sexual violence against women and men. More than 1,000 people were injured during these protests, 93 of them with eye injuries. It is clear that the Government preferred repression to negotiation on the emergency petitions that were presented. The Colombian Government refuses to implement the recommendations of the Inter-American Centre for Human Rights. In the last year around 44 leaders of civil society organizations have been murdered. Around 23 of them were union leaders who were victims of the violence and persecution of unions which still exists in our country. Despite the fine words of the Government, claiming that it promotes social dialogue, when it signs collective agreements between unions and the Government they do not comply with these, and we can see the state agreement signed last year on the minimum wage. We see it in the public sector as well with a lack of compliance with collective bargaining, which weakens unions. We can see it in the private sector where we can see that collective agreements between companies and non-unionized workers are weakened despite the recommendations which experts of the ILO have been making since 2002 that there should not be a collective bargaining agreement in companies where there is no union. For all of these reasons, we think it is a shame that Colombia has not ended up on the shortlist of 22 countries with the worst labour rights. And we wish, despite this, that the ILO will continue to cast a critical glance and keep its attention on the situation of anti-union violence and on the negotiation of the violation of collective bargaining in Colombia. We hope that we will have an ILO in which the ideas of social justice, decent work and effective tripartite dialogue are in fact effectively respected.

Ms Mims Davies

Government (United Kingdom)

Good afternoon and thank you, Chair, for the opportunity to speak. I congratulate the ILO for successfully organizing this hybrid International Labour Conference. Chair, I must start by stating the UK Government's position on the Russian Federation's despicable invasion of Ukraine. It is an unprovoked and unjustified attack against a sovereign state, and a gross violation of international law. The UK stands with our international partners in condemning the Russian Federation's reprehensible actions, and we urge the Russian Federation to withdraw immediately. Aside from the terrible and needless loss of life, almost 6.5 million Ukrainians are now refugees and almost 8 million are internally displaced. In the world of work, almost 5 million jobs in Ukraine have been lost, 50% of businesses are closed and an estimated $100 billion worth of infrastructure, schools, hospitals and other buildings, have been damaged or destroyed. The UK Government is doing all we can to support those arriving from Ukraine by ensuring they have the right to work, have access to social protection and by helping to support participation in the UK's labour market. And as we recover from the impact of coronavirus, we must use this opportunity to transform our economy to deliver green, sustainable jobs, moving away from commodities such as gas and oil and investing in green technologies such as wind, carbon capture, hydrogen and many others. This new Green Industrial Revolution will create thousands of new, quality jobs,

while simultaneously protecting future generations from climate change. Turning to the main elements of the Director-General's report to the ILC, least developed countries, the UK Government agrees that tackling poverty cannot be done without the creation of more and better jobs. UK Aid has had a real impact in this regard. Between 2015/16 and 2019/20, we supported 5 million people to raise their incomes or to maintain or gain better jobs or livelihoods. The UK is reforming its trade preferences scheme for developing countries, which currently provides preferential market access to 67 developing countries. And of those, 47 are the least developed countries. In the new Developing Countries Trading Scheme, the UK is considering simplifying rules of origin for least developed countries which are a technical requirement and a barrier to trade. This would respond directly to the Nairobi Declaration and reflect the UK's commitment to supporting least developed countries through economic development and regional integration, which are key pillars in the Doha Programme of Action. In these economically challenging times, the impact of COVID still being keenly felt and the additional economic pain being inflicted needlessly and recklessly by Russia, the discussions and decisions and actions being taken at the International Labour Conference are all the more relevant and the UK looks forward to continuing to participate actively. Finally, I wish you, Director-General Guy Ryder, all the best in your next endeavours. The UK has greatly appreciated your excellent leadership of the ILO and our fruitful collaboration with you, including in the G7 and the G20. Thank you very much, Chair.

Ms Jacqueline Mugo

Employer (Kenya)

The President of the Conference, greetings from the Federation of Kenyan Employers. The Report of the Director-General comes at a defining moment for the world. The COVID-19 pandemic, the conflict in Ukraine and other global challenges have converged to adversely impact the developing world, particularly least developed countries. Despite the low-level contribution of LDCs to global production, around 12% of the world population lives in these countries. Productivity, informality and skills development, which are key priorities to employers, are major challenges in LDCs. The ILO will never reach the objective of leaving no one behind without fully addressing the interconnection between these issues and implementing activities to address them all. Ladies and gentlemen, the report of the DG shows that the majority of those employed in the LDCs are in agriculture and that jobs are highly informal. We need to push for policies and interventions that transform agriculture in these countries and promote value addition, agro-processing and adoption of technology. The report also highlights the export situation in the LDCs. The high youth unemployment in Africa is partly due to the unbalanced trade practices where developed countries import raw materials from poor countries and then sell them finished products. Jobs are in effect shipped away from LDCs and other developing economies. This also contributes to the migration challenges faced. The following are some specific steps that should be taken to redress the plight of LDCs. One, creating a sustainable business environment that is based on the rule of law, transparent and viable institutions and robust anti-corruption efforts. They also need well-functioning education systems and judicial and legal frameworks that ensure respect for property rights and the enforcement of contracts. Employers invite the ILO to assist LDCs in identifying and addressing the challenges faced in creating enabling environments for sustainable enterprises. Reducing informality is also a priority for creating productive employment and decent jobs and reducing poverty. Informal sector operators have limited access to a range of

productivity enhancing goods and services, including training, technology, markets and investment capital. Informality perpetuates low productivity and weakens the competitiveness of these countries. Productivity improvement must be at the core of LDC's sustainable development policies. Paragraph 17 of the report indicates that the rate of extreme poverty remained at 32%, and although the LDCs made up 14% of the global population, they accounted for only 1.3% of global production. Employers have repeatedly urged the ILO to support least developed countries to implement an enabling environment for productivity growth at the macroeconomic level and develop a comprehensive and coherent office-wide strategy for the promotion of productivity growth. Fourthly, the ILO should support capacity-building initiatives to help constituents develop strategies to address the micro and macro drivers of productivity growth, leveraging on the potential of the International Training Centre of the ILO and collaboration with other international organizations on productivity. Lastly, Mr President, employers wish to congratulate the newly elected Director-General of the ILO, Mr Gilbert Houngbo, and thank the outgoing Director-General, Mr Guy Ryder, for all the work that he has done. Employers look forward to greater collaboration with the ILO to effect real change on the ground. I thank you.

Mr Bhupender Yadav

Government (India)

Thank you, Chair, for giving me this opportunity to address the International Labour Conference at the ILO. Ladies and gentlemen, India has in recent years introduced technology and simplified systems with the objective that each worker enjoy dignity and choice of employment with social security. Our Government is providing a unique universal account number to each worker, whether in the formal or in the informal sector, to act as a portable identity for continued enjoyment of rights at work. For evidence-based policymaking and to ensure last-mile delivery of services to the workers, the Government of India has launched surveys on employment demand, migrant and domestic workers to address the specific needs of such workers in the country. Workers in the formal sector in India are served by two major tripartite organizations called Employees' Provident Fund Organisation and the Employees' State Insurance Corporation. Both these organizations serve all kinds of social security benefits including medical treatment, pension, maternity benefit, unemployment, et cetera. India has a comprehensive institutional framework to provide decent work. The Indian Parliament has recently passed four labour codes subsuming 29 labour laws, which has modernized and simplified the labour laws which have taken into account the future of work and issues of informal sector workers. In view of the emerging platform economy, gig and platform workers have been given rights to avail social security benefits for the first time through setting up a dedicated social security fund. Adequate arrangements of financing of such schemes for informal sector workers have been made by way of contribution from central government, provincial governments, aggregators and penalties collected. To address the concerns of informal sector workers, a digital platform in August 2021was launched to register such workers with the intention to develop a national database. About 280 million workers database has already been created with more than 400 occupations of workers. The database would lead to better dissemination of social welfare schemes for informal workers. During COVID-19 India not only provided free vaccination to its entire population but also extended free delivery of food and food grains, health services and assured employment. Under Mahatma Gandhi National Rural Employment Guarantee programme, about 72 million households availed work under

the scheme from April 2020 to March 2021 alone. During this period, a new scheme was started to incentivize employers to create new jobs and to reemploy those who have lost their jobs during the pandemic period by paying from the budget shares of both employees and employers at the rate of 12% of wages. In the same period, cash transfers were made directly to the bank accounts of 200 million women during the COVID-19 pandemic period. About 3.2 million street vendors were provided collateral-free loans to help them resume their business under SVANidhi scheme. India has made significant reforms to improve the female labour force participation rate. The duration of maternity leave increased from 12 weeks to 26 weeks. Provision for work from home and crèche facility has been made in establishments with 50 or more employees by amending the existing act. To facilitate safe and orderly migration and for totalization benefit, India supports the signing of labour mobility agreements and social security agreements. I am happy that the ILO is in support of India's move and also taken positive steps in this direction. Thank you, Chair.

Ms Julie Su

Government (United States of America)

I am very pleased to address the 110th Session of the International Labour Conference. Events of the last few years, and even the last few months, have reminded us in dramatic fashion how interconnected we are and how important the work of the ILO is. Workers, employers and governments are building back from the most devastating impacts of the COVID-19 pandemic. But the global recovery, like the impact of the pandemic itself, has been uneven. The pandemic also continues to shine a light on workplace safety and health, especially for those workers who we depended on to keep us safe, healthy and fed, too many of whom lacked the basic protections they needed and deserved. So we have come together to recognize occupational safety and health as a fifth fundamental principle and right at work. The United States fully supports this effort. As President Biden has said, "Ensuring the health and safety of workers is a national priority and a moral imperative." We look forward to working together to promote this right for workers across all of our economies. At the same time, we must stand together to condemn actions that undermine our shared goal of peace through social justice. Russia's unprovoked invasion of Ukraine has caused further loss, death and displacement, robbing families of their loved ones and children of their futures and causing additional stresses to the global economy. The ILO estimates nearly 5 million more jobs have been lost as a result of Russia's actions. In the face of these challenges, multilateralism and our work at the ILO are more important than ever. The United States echoes the ILO Governing Body resolution in condemning Russia's action, and we call on Russia to immediately and unconditionally withdraw from Ukraine. Against the backdrop of these challenges, it is essential that the ILO continues to provide critical support to countries most in need. The Director-General's report highlights the ways in which the COVID-19 pandemic has compounded the challenges facing these nations. Additionally, the United States fully supports the UN Doha Programme of Action. We believe the ILO can make a critical contribution to this broader effort. The ILO's rights-based human-centred approach is critical to sustainable economic development. The United States has been proud to provide support to the ILO's technical cooperation aimed at promoting decent work and eliminating forced labour and child labour. We will continue to support the ILO's work to promote sustainable economic growth through strengthening workers' rights in the least developed countries. Central to all these efforts, a social and solidarity economy, workplace health and safety, decent work and shared prosperity is worker

empowerment. So we look forward to working with the ILO on our new initiative, the Multilateral Partnership for Organizing, Worker Empowerment, and Rights or M-POWER. Freedom of association and the right to organize are critical for workers everywhere and undergird all other workers' rights. We remain committed to collaborating and addressing shared challenges in the world of work. And on behalf of the United States Government, I want to offer full support for a successful, productive and impactful International Labour Conference. Thank you.

Mr Samir Majoul

Employer (Tunisia)

I am pleased to congratulate you on your election to the presidency of this session of the ILC, this session which enabled us to meet once again after the absence of three years as a result of the COVID-19 epidemic. Ladies and gentlemen, in response to the Report of the Director-General, unfortunately it was realized that the LDCs list, in accordance with the approved standards by the United Nations, can be expanded in view of the threats resulting from the health crisis and which was deepened as a result of the war in Ukraine: threats of receding development and investment, indications in a number of areas as well as a disruption of international trade exchanges and the inability of a number of countries to provide their needs of food and energy. The Report of the Director-General has already enunciated the status of international solidarity and the importance of structural transformations which are based on world economy, based on integration, sustainability and resilience. The report, as well as the Doha Programme of Action for LDCs, has revealed that the one and only way to exit from the crisis and to prevent poverty and vulnerability and ensure national sovereignty is through the support of a special initiative within sustainable economic productive institutions able to create the added value employment and decent work. If we ignore this fact, be it in the LDCs or developing countries, will be outside the productive energies of the private sector and will lead to further impacts of impeding development, weighing on general budget, drowning in foreign debts and not providing for the right environment for the indications of poverty and inability. I am pleased to extend my thanks to the Director-General, Mr Guy Ryder, in his last ILC and, at the end of his mandate, we thank him. When he was at the helm of the Organization he paid extreme, sincere importance to Tunisia during its transitional phase and always with us and the social partners to help us in our tripartite social dialogue. We hope that this good relation will continue and that the cooperation between us and the ILO will continue during the new tenure of the new Director-General, Mr Gilbert Houngbo. We wish him the best and we are sure that he is going to be the best successor for the best predecessor. Ladies and gentlemen, days ago the whole world was shocked as a result of the assassination of the Palestinian journalist, Shireen Abu Akleh, while performing her noble press task. This is condemned and requires that all the Organization and its members would undertake an independent international inquiry that will determine the responsibility of the criminal who committed this killing act and violated international rights: the right to work in an appropriate environment, the right of expression in full freedom and the right of all peoples to live on the land in peace. Thank you.

Mr Mikhail Orda

Worker (Belarus)

Mr Chairman, brothers and sisters. One hundred years ago the ILO was established in order to take forward the cause of social justice and decent work. The Philadelphia Declaration places special responsibility on the Organization in order to examine all matters related to economic financial policy in order for all people to have the right to work in sustainable jobs on the basis of equal opportunity. And therefore I am calling on the senior officers of the ILO and all members of the Organization, on behalf of over 4 million members of Belarussian trade unions, to protect the workers of our country from oppression and discrimination by many European countries which for over two years have been imposing sanctions on our country, thereby violating the UN Charter. The Government of Belarus has repeated protested against the violation of the right to work of Belarussian workers. Over 1 million Belarussian workers signed a letter protesting against the sanctions. The letter was sent to the European Council, and this call, however, was ignored. The Government of Belarus is taking measures in order to minimize the negative impact of sanctions on the working population. Trade unions are providing essential help to our people. We have set up mutual aid funds, but nevertheless the fact that the international community is ignoring these appeals and continuing with these illegal sanctions places a threat on workers around the world. These practices are being strengthened. And furthermore, as a result of sanctions, the workers in those countries which are imposing the sanctions are also suffering. In this situation, the ILO has to be a force in order to prevent these illegal actions. These are the duties as set out in the ILO Declaration on the goals of social justice in order to achieve fair globalization which placed responsibility on the Organization to examine all international economic political strategies with a view to achieving social justice. The ILO Centenary Declaration also emphasizes that trade policy and financial markets have an impact on employment and it is the ILO's job to assess the consequences of this policy in order to achieve full, productive employment for all. In recent days at the ILO, we have been hearing about the need to establish sustainable companies around the world. Sanctions go directly against this. They are destroying the production chain, they are restricting organizations' financial transactions, and as a result of this the workforce is suffering. This is discrimination and a violation of Belarussian workers' rights to full, productive employment. In this regard, trade unions of Belarus, consistent with Article 44 of the ILO Charter, have submitted a statement regarding the violations by a host of countries of Conventions 111 and 122. The workers of Belarus trust that in this situation the ILO will effectively conduct its work and will contribute to social justice and thereby ensure the implementation of the Philadelphia Declaration.

Ms Brenda Mwika Tambatamba

Government (Zambia)

President of the Conference and distinguished delegates, it is my singular honour and privilege to address the Conference on the seminal themes aptly articulated in the reports of the Director-General of the ILO and the Chairperson of the Governing Body. Zambia congratulates the incoming Director-General of the ILO, His Excellency Mr Gilbert F. Houngbo, on his election to the Office, and we take special notice of his resonance with and awareness of the challenges of least developed countries enunciated in the Report of the Director-General. We remain hopeful that he will

continue to build on the commendable gains achieved under the leadership of our outgoing Director-General, Mr Guy Ryder. The Report of the Director-General poignantly expresses factors that threaten to wipe off gains made by LDCs towards the pursuit of social justice. The pervading challenges of labour markets in least developed countries can potentially fill us with angst and overwhelm our collective resolve and commitment towards the universal goal of social justice, but we must be more resilient. The sustained conversation on the social and solidarity economy resonates with Zambia's eighth National Development Plan whose vision seeks to graduate Zambia from a low developed country to a prosperous middle-income country by the year 2030. The plan is anchored on four pillars, namely economic transformation and job creation, human and social development, environmental sustainability and good governance environment. This plan prioritizes the welfare of people and planet over profits. It sets out structural transformations necessary to overcome an extremely challenging economic situation exacerbated by the COVID-19 pandemic, high debt and other external shocks. Thus, international solidarity is an imperative more than ever. The multilateral system must work persistently with common purpose to pursue complementary objectives so that no one is left behind. Zambia has created the Small and Medium Enterprises Ministry to harness this potential for growth of our economy and address the dichotomy of sizes of enterprises, ultimately aiding the transition of small economic units from informality to formality. The 2022 budget significantly increased allocation of fiscal resources to all constituencies in Zambia in a devolved manner so as to stimulate and promote responsive socio-economic development at grass-root level in most of the areas that are rural. Debt management or sustainability is a key focus area for Zambia as she seeks to create the much-needed fiscal space to undertake even more robust economic recovery, stabilization and steady growth in an environmentally sustainable manner. To strengthen social dialogue and in recognition of the critical role of the private sector in our development agenda, Zambia launched the Public Private Dialogue Forum which aims at strengthening private sector engagement and facilitating collaboration among relevant stakeholders to address critical sector-specific constraints that obstruct the creation of employment. In this last decade of action towards realization of the Sustainable Development Goals, it is incumbent upon all of us to ensure that no one is left behind. We must all resound the ILO's enduring principle that universal and lasting peace can be established only if it is based upon social justice. I thank you.

Mr Kassahun Follo Amenu

Worker (Ethiopia)

Mr President, distinguished delegates, it gives me great pleasure to deliver a speech at this annual tripartite global labour parliament on behalf of the Ethiopian working community and on my behalf. This year's International Labour Conference is a special gathering as it is being held in hybrid modality amid the ongoing COVID-19 crisis around the world. The Conference will obviously give us all the opportunity to discuss a number of issues of critical importance to the world of work as well as other contemporary challenges manifesting themselves in various social economic forms. Mr President, permit me to congratulate Mr Gilbert Houngbo the Director-General-Elect, being the first African that has been given the mandate to preside over the International Labour Office since the establishment of the ILO in 1919. You are assured of the support of the Ethiopian worker population in this forward march, and we wish you a very successfully tenure. Also, I would like to express our deepest thanks and

gratitude to Mr Guy Ryder, the outgoing Director-General of the ILO, for his wonderful and unforgettable leadership, particularly during the last stage of his mandate which has been very difficult as the world continues to grapple with the tragedies of the COVID-19 pandemic and climate change. As the first trade union leader ever to assume this high office, you deserve from all of us the spontaneous praise and high acclaims you are receiving in recognition for a job superbly done. You have made history in the ILO by leaving behind your records of prosperity. Allow me to express my gratitude for the decision of the ILO Governing Body to put occupational safety and health on this agenda of the ILC. This is further testimony that our tripartite organization is living up to its constitutional mandate. I am convinced that the outcome of the tripartite discussion on this subject will ultimately lead to the inclusion of occupational safety and health in the list of core labour standards. Thus, our ability to negotiate and reach consensus on this issue will strengthen our resolve to achieve a safe and healthy working environment as a fundamental right for the benefit of all. Finally, I would like to reaffirm my organization to pursuit of the goals of the Decent Work Agenda through our sustained advocacy campaigns for the ratification and application of some key ILO Conventions, the establishment of a minimum wage system to protect vulnerable and marginalized workers against poverty and wage inequality, the extension of labour protection and social protection coverage for all. It is my organization's strong belief that the outcomes of this Conference will certainly contribute towards enabling our global organization to effectively address the existing daunting challenges faced by today's world of work to advance social justice and promote decent work for all. I thank you.

Mr Angel Custodio Cabrera Baez

Government (Colombia)

Thank you, Chair. I would like to congratulate the Director for his good work in this house. His last report is particularly significant given the many challenges that the COVID-19 pandemic has faced the world of work with, challenges which we have addressed from the centre of this stage with a view to stabilizing our country. The Colombian Government has done a huge amount to save jobs in Colombia. In March and April 2020, at the start of the pandemic, more than 5.5 million jobs were lost. We had to transform employability policy and join forces with the private sector which benefited, incentives created by the Government with their own money to the tune of more than 2 billion more than the public money that went into it. With that, there has been a progressive and consistent recovery of jobs. More than 90% of those lost, more than 5 million jobs have been recovered, even during the health emergency which is still affecting us. Colombia now has more than 98% coverage of health insurance. There are more than 11 million people paying into their pension system and more than 4 million beneficiaries who have received assistance for protection in age. We have invested $392 million in an employment protection mechanism, helping people who have lost their jobs by doing that, and more than $13 million for people who have been laid off temporarily. We are now moving into the reactivation of the economy, and incentives are being directed to generate new jobs, and we can see that there is a clear increase in the number of jobs. At the moment, 224,000 new jobs have been created, more than 200,000 of them for young people between 18 and 20 years old who are our priority in the Government. Our main objective now, and we hope that we will achieve this, our goal is 500,000 new jobs before we finish the term in office of this government. Labour informality has been going down since 2010. It went up slightly as a result of the pandemic. Nonetheless, over these two years it went down from

78.1% to a lower figure, so we were able to reduce it 7% to 71.5%. On the other hand, in accordance with national legislation and international recommendations, we do understand the challenge that we are facing but we have made efforts in, among things, the provision of a stable working environment for labour inspectors. They have continuous training and we are making sure that they have the resources they need for labour inspection. We have increased the budget for the labour inspectorate, and that has been going on gradually over the years without any variations from the general budget. In 2022, more than $2 million more was assigned to the labour inspectorate as a result of the management of the directorate and support from the national planning department. In addition to that, for 2020-22 the Ministry for Labour got another $7.8 million which was made available to take on more inspectors, 355 new inspectors to be precise, and that means a 39.2% increase, because in previous years, up until now, we only had 904 labour inspectors. Colombia is one of the few countries in the region which has a collective bargaining mechanism in the public sector. Between 2014 and 2021 five state-level agreements were signed, benefiting more than 1,200 public servants. And in the term of this government 1,909 collective bargaining agreements have been achieved across the whole country. In 2021 there was a unanimous agreement on the increase in the minimum salary for 2022. It is a tripartite exercise that led to that with an additional factor included to take account of inflation next year. Indexation was carried out in terms of tax value units to make sure that there is no loss of purchasing power for the Colombians. For the first time in history, as a result of a negotiation, a decree was passed regulating the principle of progressivity and the non-regressivity of rights recognized in collective bargaining agreements. So everything that has been once achieved can no longer be lost. And in collective bargaining we have also taken gigantic steps forward. We have signed a state agreement at the national level. We are now complying with 73% of agreements with two years in force, so we are making progress. And in our Republic under Dr Duque Márquez we are giving clear instructions to everyone that, before this government finishes, we want to comply with this state agreement for two years. Finally, it is important to recognize that we have been working very hard to preserve the life and the personal safety of unionists in our country. We, in the Government of Colombia, emphatically reject violence against Colombian citizens as unionists. Because of that and because of strategies of the state, and despite the structural problems we still have, murders of unionists have gone down by 95%. We recall that in 2011 there were 205 murders. In 2021 it was only 11. Now, only one is too many. We are firmly against that, and we are managing to break the dam of impunity. That is very important. And I would like to recall the presidency of [vgr INAUDIBLE 6:45] who is responsible for prosecution. She came to Geneva and presented case by case, passing on all of the evidence that is necessary for the ILO to see exactly how investigations are taking place. Finally, I would like to emphasize the fact that governments and workers and employers, members of the ILO, have emphasized the great steps forward made by our country in collective bargaining. We are no longer on the list of countries that have to report to the ILO. That is a huge step forward. It is very important. We will continue to work to implement new Conventions to protect the rights and advance the lives of workers. Thank you very much.

Mr Jacek Dubinski

Worker (Poland)

Distinguished Delegates, guests and observers, the All-Poland Alliance of Trade Unions organizes this year's Labour Day celebrations under the slogans Stop the War,

Safety in Work, Worthy Workplaces. By saying stop the war today, we seem to be covering up our hitherto extremely pragmatic indifference and even hypocrisy towards the fact that for the last few decades we have tried not to see wars happening far from our borders, the borders of the white man. In some of these wars we took part, and not according to the slogan 'For our freedom and yours'. The images from the wars, sometimes euphemistically called interventions, fought by us, white people, in Vietnam, Iraq, Syria, Libya, Afghanistan, Palestine or in many other countries of the so-called Third World did not differ in anything, maybe only they were more drastic than the current war photos from Ukraine. With these photos and the sudden desire to help people threatened by the effects of war, we try to appease our consciences and make penance for our previous omissions, often pouring proverbial crocodile tears and finding evangelical blades of responsibility by no means in our eyes. Perhaps if we had reacted to our jointly created evil before, the current fires and tragedies at our gates would not have been. War at our borders can also be a convenient cover for the troubles of the spheres governing democratic, supposedly, countries. It can cover the inefficiency of presidents, the disco disposition of the Prime Minister from Downing Street or the fight for the Oscar in the imitation of Pinocchio by governments straight from Warsaw or Budapest. War can also cover up the brutal battering of its own citizens, be it those in yellow vests or those within the framework of gender-equality battered women demonstrating against death in childbirth. The war finally covers the permanent tracking of these citizens, for their own security, by democratic special services. The war on an international scale also makes it possible to cover up the painful fact for democracy that the indigenous peoples of the continents that are politically significant today have not regained their independence to this day. Some of them will never get it back. In the strictly workers' case, war allows us to forget about basic workers' rights and about real social dialogue. Dear citizens of the world sitting in this room, in the meeting rooms of subsequent ILO sessions we devote many hours and devote to social dialogue. Many countries, including my own country, Poland, have built great institutions of dialogue, wonderful and well-equipped conference rooms, et cetera. However, two basic, in my opinion, qualities of this dialogue have been forgotten: its purpose has been forgotten and its spirit has been completely forgotten. It is, therefore, for me a rather sad but unfortunately prosaic fact that the fulfilment of formal obligations by the essential parties to social dialogue is no longer enough. And that is why, at this point, I would like to express the hope that the next documents adopted these days by us will actually be implemented, becoming a standard in the world. And what is really important, the files which we adopt here to be executed by our democratic countries. This standard of work, decent work, decent wages and mutual respect for the rights called human rights will allow us to extinguish most of the conflicts around us. And at the end when I thank you, so we have to follow the book which is written by Luc Cortebeeck. The title is very significant today, Still Work to be Done, the work to be done by us. Thank you very much.

Ms Carla Bacigalupo

Government (Paraguay)

President, Ministers of Labour, delegates, first of all please let me begin my speech by thanking Guy Ryder for his work and his fruitful contribution to the world of work for the past ten years as the Director-General of the ILO. And soon he will be leaving his mandate, so all the best to him. I would also like to congratulate the Director-General-Elect, Gilbert F. Houngbo, who will take office in October 2022, and I wish him all the best in his important endeavours. I would like to congratulate Mr

Claudio Moroni as well, Minister of Labour, Employment and Social Security of Argentina, who was elected the President of this meeting of this ILC, and I would like to wish him all the best of success in his work. Times have been hard, both in my country and across the globe. The national Government of the Republic of Paraguay has established measures that were of vital importance to keep jobs. We built a system of subsidies that covered people who lost their jobs as well as those who had to isolate due to positive COVID tests. We also provided subsidies to people who were vulnerable, and these were vital to protect workers and employment. As far as safety at work is concerned, we have carried out inspections, we have established healthcare protocols with companies, and the Ministry of Public Health and Social Well-being has strengthened the OSH policies and created the positions of OSH officer and technicians. Today there are over 7,000 that operate in various companies in the country. This was crucial to avoid that the world of work and the workplace become infection hotspots. In addition, Paraguay has been one of the countries with the lowest incidences of COVID and resulting unemployment. Today, in cooperation with the ILO, we have created a national employment plan to support micro and SMEs. Paraguay is one of the countries with the highest number of young people in the region, and this will be the case for the upcoming 50 years. Today, the national plan of employment, the national strategy for vocational training and the integrated strategy for the formalization of employment are the tools that we use. They were approved by a presidential decree that provides a framework for strategies, and we are driving them forward in Paraguay via social dialogue that is strong. And we do so in the employment sector on the basis of solid tripartism to recover jobs and generate more opportunities and come back to normality very soon. So I would like to wish all the best from the Paraguayan delegation to all the delegates at the Conference. Thank you.

Mr Bakhtiyor Makhmadaliev

Worker (Uzbekistan)

Chair, ladies and gentlemen, it is a great pleasure for me to greet you on behalf of the Federation of Trade Unions of Uzbekistan, and I wish you every success in the work at this session, the 110th Session of the ILC. As the representative of our trade union federation, I wish to state clearly that, as a result of democratic reforms undertaken over the past six years in Uzbekistan, we have seen significant progress in all areas of the life of the country. We have seen, for instance, that the standard of living has risen significantly. We also have support being provided to poorer families, targeted assistance for vulnerable groups, and we have also seen that protection of rights has been enhanced. As well as that, appropriate legislative and regulatory frameworks have been adopted for labour matters. We actually have a new labour code, and that is fully in line with international standards in this regard. We have now identified the key priorities of the ILO Conventions as being recognized as priorities in our legislation also. In particular, we are now in line with the priorities of the Conventions on the prohibition of forced labour. We are also seeking to encourage people to move from the informal to the formal economy. We have adopted a strategy to create a new Uzbekistan in the future, and this is a strategy that looks to further strengthen the rights of workers in both law and practice in our country. The trade unions in Uzbekistan are involved in all of this work, and we seek to protect the rights of workers as we negotiate on many of these issues with the Government and with the employers. We are, in particular, seeking to promote the concept of decent work, and that is very much at the heart of the strategy that has now been adopted for the future of the country. And we believe that our ideas in Uzbekistan on decent work are fully in

line with the principles and ideals of the ILO. We expect a great deal to be achieved in the next few years. For instance, we believe that we will be able to further build the capacity of trade unions in the country, also to get more people to join trade unions and to inform members about their rights. In addition, we wish to work on vocational training as well as on enhancing the capabilities of our labour inspectorate. We also wish to bring our wage levels into line with international standards, and we are working in particular on occupational safety and health. That is another area where again more progress can be made through appropriate social dialogue, and we see that this progress is being made. We are able to do all that we do also partly because of our productive cooperation with the international trade union movement. Recent crises have shown shortcomings in our economic models, and there are particular problems being borne today by workers throughout the world. We therefore believe that creating a robust economic basis for the future is vital. That is the way to defend decent work in future. And we recognize that what is being done by the ILO is the way forward to allow us to achieve the goals we have set ourselves. Workers must have the right to work in safe and healthy conditions, to defend their rights and to protect their fundamental freedoms. And that is indeed what is happening in Uzbekistan today. We wish to thank the ILO for all of the assistance they give to our country. Personally, I wish to thank also Mr Guy Ryder. And once again I wish to congratulate the newly elected Director-General of the ILO, Mr Gilbert Houngbo. I wish all of you every success in the remainder of your work at this session of the Conference. I am sure that the fact that we have so many very high-quality people working here will guarantee that we will achieve significant results. Thank you.

Mr James Hoth Mai

Government (South Sudan)

Mr President, honourable ministers, the Director-General of the ILO, distinguished delegates, ladies and gentlemen. On behalf of the delegation of the Republic of South Sudan, and on my own behalf, I would like to avail myself of this opportunity to congratulate you, Mr President, for having been elected the President of the current 110th Session of the International Labour Conference. Our congratulations are also due to the Vice-Presidents of the Conference. We would like to extend our congratulations to the incoming Director-General of the ILO which is a remarkable milestone in the history of the ILO. South Sudan, like all other countries of the world, has been affected adversely by the COVID-19 pandemic and severe flooding that hit the country hard. The Government has however tried to mitigate some of the challenges to relieve the impact of the pandemic and floods on the populace. South Sudan is one of the least developed countries in the world. We appreciate the Report of the Director-General of the ILO for focusing on the least developed countries with the intent of introducing programmes that will improve their economic performance and ultimately contribute to drawing them out from their current situation. South Sudan has developed its Decent Work Country Programme and looks forward to implementing it with support from the ILO and other partners. Rather than depending on oil, we are looking forward to diversifying the economy through the development of human resource, capacity-building, skills development and putting more focus on agriculture. Like most of the African countries, South Sudan has a youthful population, and by availing skills that are responsive to the labour market demand, the country stands to benefit from this population and will contribute to economic growth. We have recognized the need to introduce small-scale production as an essential strategy to produce and at the same time create employment opportunities for the youth. We

stand to benefit as a country if we would have some basic production like extraction of oil from the various oil seeds that are available locally, food processing and preservation, treatment and processing of hides and skins which are in abundance in the country. The labour market assessment in the private sector, including the NGOs, is still uncompleted. We will be extending it to the states once funds are available. The data, once collected and analysed, will inform policy decisions in the country. South Sudan is committed to work and partner with the ILO in ensuring that national policies are aligned to the ILO principles. The social insurance bill has been tabled to the revitalized Transitional National Legislative Assembly and will be soon enacted and implemented. The Social Insurance Fund will ensure the portability of social insurance benefits for the migrant workers to their countries of origin. Training of labour inspectors remains a priority. It is this cadre that will lead the process of awareness-raising among the workers. The dissemination of the Labour Act is also another area that the county feels is of utmost importance. Mr President, ladies and gentlemen, in conclusion, together we look forward to a continued partnership with the ILO in improving labour performance in the Republic of South Sudan, and we are committed to be part and parcel of the Doha Programme of Action. We congratulate and thank the outgoing Director-General for his kind leadership during his term in the office. Thank you very much for your services. We also congratulate and welcome the incoming Director-General and assure him of our full support to work closely with him as we did with the outgoing Director-General. I thank you.

Mr Antoine Robinson

Worker (Seychelles)

President of the Conference, Vice-Presidents of the Conference, ILO Director-General, ministers, distinguished delegates, ladies and gentlemen, a very good afternoon to you all. First let me, on behalf of the trade union movement in the Seychelles, congratulate you, Mr Guy Ryder, the ILO Director-General, for all the great achievements of the ILO under your leadership mandate. The Seychelles Federation of Workers' Unions wishes to also extends its warmest congratulations to the first African ILO Director-Elect, Mr Gilbert Houngbo of Togo. The Seychelles Federation is very confident that Mr Houngbo's extensive experience and leadership skills will assist him in tacking the challenges in the world of work. On behalf of the Seychelles Federation of Workers' Unions, and on my own behalf, I take this opportunity to congratulate the Director-General for giving us this special report. Special because it could not have come at a better time, when the entire international community desperately needs to reconcile an approach to address this consultation on the multiple challenges of the greatest gravity being faced by the least developed countries, including the small island developing states. Focusing on the crisis, structural transformation and future of work and social justice is timely and indispensable. In Seychelles. like it is the case worldwide, the COVID-19 pandemic has massively affected our island economy. The collapse of our tourism industry has had a strong negative shock, especially on our labour market, severely impacting on jobs and income, hence having despairing consequences on the daily livelihood of our working people and their families, including the most vulnerable. The slow bouncing back of our island state tourism-dependent economy is uneven and incomplete. While we are trying to reverse the damage done by the pandemic, the uncertainties and risks still persist. Needless to say, but worth remembering, the ILO has achieved great strides and is still doing a lot in regards to the fight for decent work and social justice in the world of work since its creation in 1919. However, injustice and inequality are still visible in all parts of the

world, and over the past decades, together with the long COVID-19 effects, we are seeing inequality on the rise. As stated in the report, we must leave no one behind in an already dangerously unequal world becoming more unequal every day. However, what should worry all of us is the fight for social justice is still necessary. We are far from having exhausted our task, which has been unfairly aggravated by this COVID-19 pandemic, conflict and other crises in the world of work. It is widely agreed that the whole business of the international Conference would have been impossible without the application of the ILO's critically important decent work strategic pillars of social dialogue and tripartism. No debates ongoing on our agenda items in this Conference would have produced a united vision had they not been based on the effective application of the principles of social dialogue and tripartism. The Seychelles Federation of Workers' Unions welcomes the ILO Governing Body decision to include as agenda items for discussions the following points: apprenticeships, employment, Declaration on Social Justice for a Fair Globalization, decent work and social solidarity economy, the inclusion of safe and health working conditions in the ILO framework of the fundamental principles and rights at work, and the approval of the amendments to the Code of the Maritime Labour Convention 2006, and all other thematic debates and events which are all connected to the future of work, including the Centenary initiatives and the ILO human-centred recovery. Mr President, whilst trying to put the workers' perspective, let us not forget that the United Nations has found it necessary to include the Decent Work Agenda in its millennium goals. What stronger truth do we need to be convinced that the Decent Work Agenda is the solution to this work dilemma? Mr President, ladies and gentlemen, Seychelles has ratified all eight core Conventions of the ILO, all geared towards decent work for all, for peace and social justice to prevail in the world of work. The Seychelles labour laws make provision for the protection of all workers' rights, including women and migrant workers. The Ministry of Employment and Social Affairs is in the process to start discussion with the Seychelles Federation of Workers' Unions and the employers' organization and other stakeholders to conclude and agree a road map for the Government to ratify the Convention on the elimination of violence and harassment at work, the Convention of work in the fishing sector, and due consideration is also being given to the Domestic Workers Convention. Mr President, I cannot end my speech without commending the ILO and ACTRAV on the extremely good work they do to assist in empowering our Member States and social partners to apply the principles of social dialogue and tripartism. In Seychelles, the Seychelles Federation of Workers' Unions, the Ministry of Employment and Social Affairs and the social partners continue to live and work in this spirit of fruitful cooperation amongst others. I thank you for your attention. God Bless you all.

Mr Dwayne Woods

Worker (Bahamas)

On behalf of the National Congress of Trade Unions Bahamas, I congratulate you, Mr President, and your Vice-Presidents on your election as Chairman and Vice-Chairmen, respectively, of this 110th Conference. I am certain that colleague ministers will agree that under your able leadership we anticipate a most productive session. Additionally, on behalf of our social partners and the people of the Commonwealth of The Bahamas, I wish to express my thanks and appreciation to the Director-General of the International Labour Organization for the role he has played in ensuring that the collaboration with the Caribbean Office of the ILO and the Bahamian social partners met the goals and objectives over the past 24 months. I wish to advise that the spirit

contained in ILO Convention 144, tripartite consultations to promote the implementation of international labour standards, is alive and well in The Bahamas. Delegates at this meeting would be pleased to know that on 6 December 2021 the Government of The Bahamas, in conjunction with the social partners, signed a memorandum of understanding with the Caribbean Office to formally launch the second-generation Bahamas Decent Work Country Programme 2021-2026. This historic document is available on the ILO Website and it sets out the common commitment of the Government of The Bahamas, workers, employers' organizations and the ILO to promote decent work. This historic signing signifies the Government's commitment to social dialogue and our steadfast desire to work with our social partners in national development. Mr President and distinguished Vice-Presidents, since we met last the Government of The Bahamas, in collaboration with the social partners, has formally adopted a national child labour policy, and just two weeks ago our Minister of Labour and Immigration, the Honourable Keith Bell, participated in the 5th Global Conference on the Elimination of Child Labour in South Africa. The attendance at that conference is an indication of my country's commitment to the Regional Initiative of Latin America and the Caribbean Free of Child Labour and to work with the ILO in its quest of eliminating child labour and the worst forms of child labour by 2025. Mr President and distinguished Vice-Presidents, I am proud to report that prior to the 16 September general elections in The Bahamas the Joint Trade Union Movement signed a memorandum of understanding with the Progressive Liberal Party, thus making a public commitment to support the political party that demonstrated its support to the working people of The Bahamas. We in The Bahamas look forward to a deepening of the excellent relationship with the Caribbean Office of the ILO. We work collaboratively to accomplish the goals set before us. And to this end, I am pleased to announce that The Bahamas Government, after recommendation of the National Tripartite Council, is poised to increase the national minimum wage. In closing, Mr Director General, on behalf of the Joint Trade Union Movement and the people of the Commonwealth of The Bahamas, I join other Caribbean States in thanking you for selecting Mr Dennis Zulu to lead the team of the Caribbean Sub-Office of the ILO. God bless the ILO and God bless the Commonwealth of The Bahamas. Thank you.

Ms Luisa María Alcalde Luján

Government (Mexico)

I am really proud to be able to address this 110th ILC. Now, to begin, I would like to commend the progress made during these days of work, mainly in terms of the tripartite consensus that was achieved last Friday to declare OSH as being the fifth pillar of the ILO's fundamental principles and rights. Colleagues, please let me share some thoughts with you. Now, despite the global complications today, in Mexico we have reached the highest average employment levels and wage levels ever in the formal sector. The policy for minimum wages that was pushed forward by President Andrés Manuel López Obrador has been decisive here. After decades of contention policies, in less than four years we have managed to double the minimum wages in nominal terms and increase its real purchasing power by 66% despite the increase in living costs. A regulation on outsourcing has also been adopted. In our country, indeed, labour relations were distorted and employers did not always fulfil their duties. Thanks to a recent reform, today practically 3 million workers are recognized by the companies for which they truly work and to whom they truly offer their services. It is the first time that they can actually exercise their constitutional right to have a say, and

this right had been denied to them in the past. Moreover, we have been gathering increasing proof of the important impact of our labour reform in terms of freedom of association. Indeed, representative, legitimate trade unions can only be achieved through democratic processes. This will pave the way forward for better wages and labour conditions thanks to stronger collective bargaining. Let me give you an example, and the ILO is fully aware of this. In one of the largest automotive factories of the country there were international election observers from the ILO that visited the factory in the centre of the country. Before the labour reform, wage increases in the collective bargaining contracts were under 3.5%. However, today, thanks to the new democratic rates that have been achieved, wage increases have reached 8.5%. Now, of course, it will take time to truly solidify this transition to labour democracy, but it must be said that the workers' personal, free, direct and secret ballots in companies will help us achieve this. We will be moving away from bogus contracts of which the workers knew nothing. Now, contrary to before, I do hope that the ILO will soon hear cases of success in Mexico in terms of freedom of association and collective bargaining. Let me also finally say that we recognize the progress made under the leadership of Guy Ryder, and we will be honoured to receive him in July. We would also like to wish the best and state that we will always remain available to the new Director-General and we will rise up to the challenges together in the world of work. Now, from Mexico, let us send you all our best wishes, especially from the Secretariat of Labour and Social Welfare. Thank you.

Ms Paola del Carmen Egúsquiza Granda

Worker Vice-President (Peru)

Thank you very much. Now I will give the floor to the Vice-Minister, Pierre-Yves Dermagne, from Belgium, and then I will ask Ms Habiba Issa to get ready to take the floor afterwards. Thank you.

Mr Pierre-Yves Dermagne

Government (Belgium)

Thank you. Madam Vice-President, colleagues, Excellencies, ladies and gentlemen, I am particularly delighted to be able to address you today as we are discussing the Director-General's report, and I wish to associate myself with the thanks extended to the Director-General, Guy Ryder. This is his last Conference after working at the helm of the ILO for a decade in a way that I think we can all applaud. I also wish to extend my very best wishes to the Director-General-Elect, Mr Gilbert Houngbo. Having read the Director-General's report, there are a few key points that strike me. The crises that we are living through are not just sudden historic events that have no beginning or no end. They are something that we are going to have to live with for a long time, and they are more significant in the most fragile countries that, for instance, in the recent pandemic did not have robust health systems and had limited access to vaccines. We also see that climate change is something that is disastrous, that has long-term effects for our environment and even for human life. We see the disastrous phenomena of flooding and other climate events that go on from year to year. I also see that the fact that we have so many crises means that their effects are exacerbated, and all of this results in inequality which in itself is a threat to peace. The report makes it clear that the LDCs suffer particularly from all of these crises and have very little resources to overcome them. These then are the key points that struck me as I read

through the Director-General's report, and all of that is very serious. What then can the ILO do? It is our responsibility, as a Member State, to allow the ILO to do more in order to give effect to its principles and values. We need to be committed to making the ILO an organization that is at the heart of the international system. The ILO's standard-setting system must not be seen as a hindrance to economic development. In the same way, decent work and productivity are no longer to be seen as subjects of some kind of trade-off. COVID-19 has once and for all shown that these two principles are complementary. In the world now we need more ILO, all over the world but especially in LDCs. We need to do more to protect the most valuable, to give greater effect to standards, so ultimately that peace can be universal and sustainable. Technical cooperation is a vital instrument if we are to achieve that. Belgium is very much committed to technical cooperation, especially to promote social protection, and we intend to do it even more in the years to come. The ILO is a tripartite organization. That being so, it is the only organization that can craft and support policies that are based on social dialogue. The report emphasizes the role of multinationals and the Declaration of principles on multinationals and social policy. The role of the ILO is vital, and we need to involved as many as stakeholders as possible. Our credibility is at stake. The values, the principles and the standards of the ILO in the long-term must be seen as part of the global heritage of humankind. Thank you.

Ms Habiba Issa

Government (Gabon)

Thank you. Madam Vice-President, distinguished delegates, ladies and gentlemen. Speaking on behalf of the Government of Gabon and on behalf of my delegation, I wish to extend to you and to all other officers of this Conference our heartfelt congratulations on your elections. Congratulations are also due to the Director-General. I congratulate him on a high-quality report and also on the immense amount of work that he has done during the years that he has been at the helm of the ILO. Allow me also to congratulate the Director-General-Elect, Mr Gilbert Houngbo. He is the first African to be elected as an ILO Director-General, 103 years after the establishment of this Organization. That is a historic milestone and is something that we welcome. Madam Deputy Chairperson, the report on LDCs demonstrates the ILO's resolve to tackle situations and problems affecting all constituents without leaving anyone behind. In the face of the crisis that the global economy is undergoing as a result of the COVID-19 pandemic, the report recommends that deep-rooted structural changes be made in order to guarantee the future of the world of work. That is a strategic vision, and it is shared by the President of the Republic of Gabon, President Ondimba. That being so, at the beginning of the COVID crisis, Gabon adopted a response and economic and social support plan. It focused on unemployment benefits to be paid and also support to enterprises in difficulty. In order to overcome the challenges being faced within the world of work even beyond this crisis, the Government of Gabon is also committed to a process of structural transformation. We are seeking to create added value in sectors such as agriculture, manufacturing and services. We are also mobilizing internal resources. We are investing in the care economy, and we are improving productivity. Alongside all of these reforms, the Government of Gabon, through an inclusive and participatory process, has established a new legal framework for employment and labour. This is a new labour code and it was enacted at the end of 2021. That code upholds equal access to job opportunities for men and women. It also includes provisions to combat any form of discrimination. It guarantees employability by guaranteeing different kinds of labour contract. It

codifies what is meant by bullying or sexual harassment. It also refers to social dialogue. It includes provisions allowing us to fight against precarious employment and to protect workers and their representatives. As well as that, it has reviewed the list of occupational diseases, and this is something that will be further discussed with the social partners. Having considered the report submitted by the Chair of the Governing Body, Gabon also is happy to note measures taken by the Governing Body in order to ensure that the Conference could run in the best possible manner during the difficult times of the pandemic. We know that there is a recurrent discussion on social protection, and we think that is a very significant issue. When it comes to extending social welfare for people in Gabon, you are talking about one of our key priorities, as reflected within Gabon's Decent Work Country Programme. Measures are being undertaken, reforms are underway, particularly in terms of our social security system, and we are overhauling our national fund for sickness benefit and social guarantees. And it really is something that is exemplary at subregional level when it comes to universal social coverage. As for the ILO Declaration on Fundamental Principles and Rights at Work, here Gabon wishes to reassert its support for the conclusions contained in the Abidjan Declaration. This is a real road map for the African region on these issues. As to questions relating to equality among Member States of the ILO and equitable representation for all regions with the Organization's tripartite governance structure, here Gabon, like other African countries, is working to introduce greater democracy to ILO governance. This has to be a priority, and we need to see that all regions are fairly represented and that we do indeed give effect to the principle of equal representation for all Member States. In conclusion, Madam Chairperson, I wish to reiterate, on behalf of Gabon, the fact that we stand ready to cooperate fully with the consideration of all the matters on our agenda. I wish this Conference every success, and I also wish every success to the incoming team that will take office in a few months' time. Thank you.

Ms Annie Michelle Mouanga

Government (Central African Republic)

Thank you, Madam Vice-Chair. I wish to begin by congratulating you on your election, and I extend those congratulations on behalf of the Central African Republic. It is an honour for me to do so. Distinguished guests, ladies and gentlemen, it is a pleasure for me to address you here this evening. I wish to assure you of the support of the Government of the Central African Republic for all that you do. In particular, we support the conclusions of the Director-General's report on LDCs. We know that LDCs are today grappling with issues relating to structural transformations and the future of work. I wish to commend the dedication of Mr Guy Ryder to social justice over many years. And I also commend his commitment to helping fragile countries. The Central African Republic has lived through a number of military and political difficulties in recent years, but we are now moving forward and our President has a vision to take us forward. That vision is based on the ILO's four strategic pillars. That being so, from 21 to 27 March this year, we organized an inclusive republican dialogue in the country. After that, a number of recommendations were made and they will guide our path forward in seeking to get the country once and for all out of the period of crisis it has lived through. Thanks to constructive commitments, social partners and the Government in 2019, indeed on 27 December that year, signed a national pact for social stability and economic recovery. We also established a tripartite monitoring committee. We did that thanks to the support of the ILO. This was a very valuable tool for us in managing the COVID-19 crisis. I remain firmly convinced that when we look

at labour markets, if we regulate them properly we can promote employment and decent work. And in our country we have many young people, we have a large informal economy, but if we have appropriate regulation, we can move forward, because we must recognize that otherwise this is a time bomb for our future. We need to take steps in order to ensure that that bomb does not go off. For that reason, I call upon the international community, through the ILO, to give greater support to initiatives taken by LDCs, and in particular to support the Central African Republic. Despite the many challenges we face, we are moving forward towards the ideals of peace and social justice. I wish you all a very fruitful conference, and I thank you.

Mr Yusuf Riza

Government (Maldives)

Conference Chair, Director-General, distinguished delegates, assalamu'alaikum and a very warm greeting from Maldives. Maldives stands in solidarity with all LDC member countries experiencing socio-economic conditions due to the current challenges facing the world of work. We are aware that the global pandemic and conflicts can undermine and potentially nullify years of development unless the right set of policies are implemented. The looming global triple crisis of food, energy and finance stated in the DG's report are very relevant to the future development prospects of LDCs. We believe that the collective will of the governments, a renewed focus on tripartism and the right combination of support and coordination with the international community can aid to even out the recovery process for Member States. Excellencies, in the past two years, the Government of President Ibrahim Mohamed Solih has implemented a number of initiatives to cushion the impact of the pandemic on our labour market. As with many other countries, Maldives' economy was challenged during the midst of the pandemic when our borders had to be closed and our tourism sector, which is the only source of foreign exchange, was essentially shut down. Permanent closures of a number of small businesses led to significant lay-offs and increase in unemployment. To address these challenges, the Government successfully implemented a number of initiatives. As one of the immediate interventions, the Government initiated an income support programme to financially support workers who were laid off due to business closures. To support SMEs impacted by the pandemic, the Government initiated low-cost financing schemes. Despite the challenges, the Government continued its free bachelor's degree and student loan schemes, enabling access to learning opportunities for our youth. Further, the Government launched fully funded professional training and apprenticeship opportunities with monthly stipends for those enrolled. While these timely interventions contributed to a speedy recovery, the road ahead is definitely not an easy one for most of us. The new challenges arising from the ongoing global conflict, including the rising fuel prices, have created a further dent in our recovery process. Yet the Government of President Ibrahim Mohamed Solih is committed to ensure that our recovery efforts are human-centred and contribute to creating decent jobs for all. We strongly believe that prudent fiscal injections to revive enterprises, commerce and consumption are essential to re-invigorate productive activities in the economy and thereby create employment and income support for many of those who were forced out of their jobs during the pandemic. Excellencies, ladies and gentlemen, guided by the ILO's Centenary Declaration and in line with calls to achieve a human-centred recovery, the Government has taken a number of measures to enhance the legal framework governing the labour market. I would like to shed light on some of the significant changes. For the first-time in the history of Maldives, the Government

issued a minimum wage order on 1 January 2022 following the amendments to the Employment Act. We also introduced regulations relating to redundancy, record-keeping with respect to working hours, overtime and salary disbursements which were hitherto unclear. We have also introduced employee accommodation standards, preventing exploitation, safety and security, especially for the migrant workers. More importantly, work on submitting a very comprehensive industrial relations bill and an occupational health and safety bill to the parliament are underway. Both bills are now open for public consultations, and we hope to have these bills presented to the parliament at the earliest. Finally, I would like to use this opportunity to thank and send my well wishes to the outgoing and incoming DGs of this esteemed institution. Thank you for your attention.

Mr Thaddee Ndikumana

Government (Burundi)

Thank you. President of the Conference, Madam Chairperson of the Governing Body, Director-General of the ILO, distinguished delegates, ladies and gentlemen. Speaking on behalf of the Government of the Republic of Burundi and its tripartite delegation as Minister for the Public Service, Labour and Employment, it is a great pleasure and honour for me to address this august body, the 110th Session of the ILO Conference. We can see how much we have achieved, and we look to the future to establish priorities that will be held by all Member States. I wish most sincerely to thank the ILO, the Director-General and the Governing Body for all that they have indeed achieved. Ladies and gentlemen, the Government of Burundi is concerned to promote decent work for all its citizens. It has undertaken some major projects and it intends to continue down that path. A new labour code was adopted and enacted in November 2020. A code for social protection was enacted in May 2020. A Decent Work Country Programme was endorsed in 2020 also. And a national occupational safety and health profile was endorsed in March 2022. Distinguished delegates, ladies and gentlemen, the Government of Burundi is led by His Excellency President Ndayishimiye. It seeks to improve life for all in the country, and it has encouraged the people of Burundi to unite in cooperatives and in mutual associations so that the whole country can enjoy the fruits of development. Unemployment and precarious employment, especially among young people and women, are challenges for us but we have put in place innovative strategies. For instance, a bank for young people, a bank for women and an agricultural bank. Distinguished delegates, ladies and gentlemen, the Government of Burundi is happy to enjoy a very good relationship with the ILO. We have enjoyed that relationship since 1963. We have definitely made progress, but we remain one of the least developed countries. In the report on the LDCs it is clear that there are significant challenges facing that category of country. The report also proposes possible solutions. And it hands on some very good ideas that could be taken up by Mr Houngbo, the Director-General-Elect of the ILO, and I am sure that he will indeed take forward the commitment entered into by Mr Guy Ryder. I very much hope that the 46 countries classified as being LDCs will work together and will work with the ILO along the lines suggested so that they can make progress as rapidly as possible. The ILO is a family. It brings together 187 Member States, and the new Director-General, I am sure, will seek to raise awareness so that they can all be more aware of the need for solidarity and shared responsibilities, they can put in place innovative strategies and they can gradually adopt a global response to the challenges that we face. We all need to march to the same drum and we must leave no one behind when it comes to the work of our organization. Long live our partnerships. Long live the cooperation of our

constituents with one another. Long live the ILO and international cooperation. Thank you, and may God bless you all.

Mr Ali. A A Abuazum

Government (Libya)

Mr President, Chair of the Conference, Excellencies, delegates, ladies and gentlemen. It is my pleasure to congratulate you in the name of Libya for your election as the President to this Conference and to congratulate you for holding the 110th Session. And we would like also to congratulate Mr Guy Ryder, the outgoing Director-General, and we would like to commend all his efforts throughout his mandate. It is also our pleasure to congratulate the election of Mr Gilbert Houngbo for his election as the Director-General of the ILO, being the first from the African continent to be elected to this august organization. Mr President, ladies and gentlemen, we would like to point to the Director-General's report. Indeed, the creation of a social and solidarity economy is but essential and a vehicle for development and social stability. Indeed, this is the only way for the achievement of growth, the creation of job opportunities and the elimination of unemployment. This solidarity is only important also for achieving the changes: politically, socially and economically. In fact, this is important for transformation. And in view of that, in collaboration with the private sector which is active in the labour market, Libya is now establishing a new vision for public-private partnerships according to the standards of social justice. And we are working on the improvement of wages with a standardized wage scale, the improvement also of health insurance for the retirees and workers. Mr President, we are working on a better and more sustainable future for all. We are also trying to face up to the global challenges that we are currently experiencing. Poverty, inequality, climate and environmental deterioration must be addressed. However, the progress towards achieving sustainable development is stalled because of many obstacles. And as such, we believe that we need to give new opportunities for economic growth and the redistribution of the benefits of this growth to all the segments in society. And we believe in the importance of the legal and legislative framework, and as such, I would like to call upon the international community and the ILO to foster and to promote technical support to help Libya recover from the economic and social crisis which is actually also global. Mr President, we call upon the ILC in its 110th session to condemn the aggression on the Palestinian people by the Israeli occupation which has aggravated the situation for the workers in the Occupied Palestinian Territories. And therefore we continue to censure this violation of human rights, instruments and international laws. Mr President, finally I would like to thank you for your attentive listening, and I look forward that you keep committed to the principles of equality and justice, and we renew our commitment to all the ILO activities and our commitment to its pillars. We would like to express our gratitude to your organizational effort and thank you very much. Wish you a successful event.

Mr Oscar José Caipo Ricci

Employer (Peru)

Guy Ryder, Director-General of the ILO, Paola Egusquiza, Vice-President of the session, representatives of the workers, governments and employers, with special attention to the representatives from my country, ladies and gentlemen. Let the national confederation for private companies, CONFIEP, salute you. This is an

employers' association in Peru that is the umbrella organization for 22 business associations covering ten productive sectors, including SMEs. We support the Report of the Director-General that states that nobody should be left behind. In order to reach this, we have to focus on productivity, the reduction of informality and upskilling. This must also apply to SMEs. It is indispensable that companies be sustainable and creators of productive employment and drivers of innovation and decent work, as has been recognized in the Centenary Declaration. Like in the LDCs, Peru has reached an informality rate of 76.8% of the workers in the country in 2021. This is the highest rate ever in 11 years according to the national statistics institute. In January 2022, we only had 3.7 million formal workers compared to 13.2 million workers in the informal economy. This is one of the greatest problems that we are facing. This means that there are over 13 million informal workers that do not have access to social protection or to decent labour conditions with all the guarantees and rights that ensue from such a relation. Informality at work is one of the main reasons why Peru had one of the highest mortality rates resulting from the pandemic. Now, this problem of the informal economy is one that we have to face, but in addition to that we are still in the middle of a health crisis which has affected the economy and income, and they have not yet recovered. In addition, inflation is rampant and we may be facing a food crisis. To reverse the situation, we believe that we need a commitment to prioritize sustainable growth, the creation of opportunities and development mechanisms that are based on tripartite social dialogue, including workers, employers and the government. Let us imagine that in five years we aim to have 50% of workers with formal work. That means that we would move from 3.7 million to 8.5 million workers in the formal economy. In order to achieve this aim we must promote more private investment and we must promote growth and productivity, and we need new regulations that will promote formal employment. From Peru, we would like to reaffirm our commitment to social dialogue that is constructive and effective as well as trustworthy. To achieve this aim, we want the mechanism to be strengthened in our country. In the Peruvian employment sector we recognize that workers and employers both form companies, so they need each other mutually and that is why our relation needs to be strengthened. To conclude, I would like to recognize the fantastic work done under the leadership of Guy Ryder, and I would like to salute the new Director-General-Elect, Gilbert Houngbo, to whom we wish the best of success. Thank you very much.

Mr Makaila Ahmad

Government (Chad)

Thank you very much, Madam Chair. It is an honour for me, and indeed a great pleasure, to make this statement on behalf of French-speaking countries. The French-speaking countries group wishes to extend heartful congratulations to all elements of the ILO, especially to the Chair of the Governing Body, the Director-General and his team. We thank all of them for having organized this 110th Session of the ILC, a face-to-face meeting whose priorities are fully in line with those of our group. We also wish to commend the ILO for the extraordinary job of work done in very difficult circumstances in recent years to support the world of work and to ensure an inclusive recovery. We have lived through a health crisis. Tens of thousands of jobs have been lost. We see unemployment, underemployment, impoverishment, vulnerability, inequality when it comes to economic recovery. And that being so, the Centenary Declaration of the ILO is more important than ever, as is its standard-setting role in ensuring an appropriate framework for new forms of work. We note the Director-General's report. It takes stock of the current global situation with reference to

employment, especially in LDCs, and it is a worrying picture. Many of the countries concerned are French-speaking countries, and they are particularly hard hit by the crisis and they risk being left behind if nothing is done. The group of French-speaking countries calls upon parties to all conflicts to cease hostilities immediately, to return to dialogue and peaceful dispute resolution in accordance with the United Nations Charter. We also wish to take this opportunity of expressing our solidarity with all French-speaking peoples who are victims of armed conflict today. We reiterate our support for all international initiatives that are aimed at ensuring a post-COVID recovery that is human-centred, especially the work done on employment and social protection. The Global Call to Action that was adopted last year is a very valuable instrument in our view to ensure a resilient, sustainable and long-term economic recovery for all. We also welcome the conclusions of the Global Forum on a human-centred recovery. We believe that we need greater international solidarity. We need to promote inclusive cooperation and proactive work if we are to facilitate implementation of the recommendations adopted at that forum. The OIF is firmly committed to youth employment and to women's employment, especially in the digital era. We will be holding a summit in November this year, it will be in Tunisia, and the theme for that is connectivity in diversity. We believe that, within the digital era, greater solidarity can enhance our collective commitment to youth employment, and women's employment in particular, by making the best possible use of digital tools available to us. We also welcome the adoption of the Durban Call to Action, and we would urge all members of the ILO to commit themselves resolutely to efforts being undertaken to eradicate child labour once and for all. We also wish to endorse what has been stated by previous speakers in paying a heartfelt tribute to Mr Guy Ryder. He has done an enormous amount of work for us. We also wish to congratulate the incoming Director-General, Mr Gilbert Houngbo, and we assure him of our support. The group of French-speaking countries also wishes to recall the fundamental importance of multilingualism within the UN system, and we underscore the importance of full and systematic respect for multilingualism within all ILO bodies. We believe that more should be done to make it possible for all to participate effectively in ILO discussions, and that involves promoting multilingualism. Thank you.

Mr Kristiaan De Meester

Employer (Belgium)

Thank you, Chair. [vgr INTERRUPTION 0:35] steps to get there are, first, prioritize growth to create opportunities. We need targeted policy recommendations for governments to prioritize growth and to create opportunities for business. We need to focus on best practices and on success stories. Secondly, promote entrepreneurship and sustainable private enterprises. Thirdly, create a conducive environment for sustainable enterprises' success. We need the ILO to undertake actions to support an enabling environment for businesses to grow, thrive and innovate in coherence with the ILO Centenary Declaration to allow the private sector to fulfil its role as a principal source of economic growth and job creation. Four, increase productivity. Productivity is not everything, but in the long run it is almost everything. Enhancing productivity is essential to achieving sustainable enterprises and creating decent jobs, both core elements of any development strategy that places the improvement of people's lives as its main objective. Reduce informality. We need to fight informality, clearly one of the biggest threats to sustainable and resilient development, as a top priority. The failure to reduce informality so far clearly proves that there must be a rethink of public policy, including the ILO's current approach. Six, invest in infrastructure, connectivity

and skills development. It will be difficult to envisage adequate decent work opportunities without drastic improvement in the infrastructure and the business environment around the globe to boost confidence, increase productivity and unleash the potential for investment and innovation, including a particular focus on connectivity and skills development. Seven, occupational safety and health. I will now jump to another fundamental topic discussed at this Conference. We agreed together to lift occupational safety and health, a safe and healthy work environment, into the framework of fundamental principles and rights at work. God gave us 86,400 seconds a day. One second can be enough to damage your health while working, so we need to foster a preventative approach and a safety culture, which are key to achieving lasting improvements in safety and health at work, especially in the least developed countries where the risks are high and a safe and healthy working environment is far from guaranteed. In conclusion, Archimedes said, "Give me a lever long enough and a fulcrum on which to place it and I shall move the world." We really need to find proper levers to move the world of work in both developing and developed countries. I gave you some hints in this speech. Let us go to work. Thank you, merci, bedankt.

Mr Syed Hussain Syed Husman

Employer (Malaysia)

Thank you, Chair. President of the Conference, Director-General of the ILO, distinguished delegates, ladies and gentlemen. On the recurrent discussion of employment creation, I am glad to share that Malaysia had taken a proactive approach on this matter. The Malaysian Employers Federation is very much involved in the programmes and processes. The government allocated US$1.09 billion through the Employment Guarantee scheme under which 600,000 new job opportunities will be created in 2022. In Malaysia, COVID-19 had significantly impacted jobs and sources of income. Unemployment rose to 5.3% in May 2020, and the figure had since dropped to 4.1% in March 2022 with 600,000 people unemployed. A similar initiative is also adopted by the Social Security Organization in Malaysia which aims to provide 300,000 job opportunities. With an allocation of US$0.45 billion, private sector employers will benefit through a 20% wage subsidy for the first six months and another 30% for the following six months. In encouraging employers to hire people with disabilities, indigenous people and former prisoners, subsidises of 30% of the wages for the first six months are given and 40% in the following six months. Women are encouraged to return to the workforce, and the scheme is extended to employers who hire women who have been jobless for more than 365 days, single mothers and housewives. As President of MEF, I am appointed as a member of the National Employment Council. The Council implements the strategies to create and preserve jobs. The Council works to recover and stimulate the economy with a comprehensive approach based on data and in line with the requirements of the industries and taking into account the people's well-being and the country's economic resilience. The NEC also embarks on skills training placements through strategic collaboration between government agencies and private sector industry players. The discussion of the Conference on the framework for quality apprenticeships is indeed timely. Appropriate policies on skill development and lifelong learning need to be put in place. To encourage Malaysians to upgrade their skills, increased tax exemptions are given for expenditure related to upskilling courses or self-improvement programmes. MEF is actively involved in the development and upgrading of TVET education through its fully owned training arm the MEF Academy. The MEF Academy, in collaboration with the ILO and institutes of higher learning, offers certified courses, diploma courses and degree programmes.

The Government has set up the National TVET Council with active involvement with the private sector. MEF is a member of the National TVET Council. Three strategic thrusts of the National TVET Council are integrated and coordinated governance, industry driven TVET and TVET shaping the future workforce. MEF collaborated with the ILO's Safe and Fair programme to develop three templates and investigative guidelines to guide employers to eliminate violence, harassment and sexual harassment at the workplace. Workshops were organized to share these tools with members. MEF also collaborated with the ILO project From Protocol to Practice: A Bridge to Global Action on Forced Labour. It was successfully implemented with the production of two short videos on practical tips to address risk factors that could lead to forced labour during the recruitment and employment of migrant workers. Last but not least, MEF is grateful for the assistance rendered by the ILO and the IOE to strengthen the capacity and the capabilities of MEF and raising awareness on international standards to guide the private sector employers in Malaysia. MEF is ready to work with the ILO if the need arises in the future. Thank you.

Mr Karl Samuda

Government (Jamaica)

Mr President, Director-General, Mr Guy Ryder, distinguished delegates and observers, I would like to begin by congratulating the ILO in forging ahead with this year's Conference. The COVID-19 pandemic has had a devastating impact on Jamaica, and indeed the whole Caribbean. We have suffered from loss of lives, business closures and increased unemployment. Our pursuit of the Decent Work Agenda has been threatened. However, we remain steadfast in our commitment to inclusive and sustainable economic growth. Prior to the pandemic, Jamaica was on the right economic trajectory with an unemployment rate in January 2020 of 7.3%, the lowest recorded in years. Following the first case of COVID-19 in March 2020 the rate of unemployment increased dramatically to 12.6%, and by July 2020 the economy contracted by 10%. As we moved to minimize the impact of the pandemic on businesses and the lives of our people, the Government provided tax credits to micro, small and medium-sized entities resulting in the return of $1 billion to employers. $10 billion was spent on implementing a social and economic support programme called the CARE Programme. This programme provided assistance to vulnerable individuals and small businesses as it incentivized employers in targeted sectors to retain their employees on their payroll. Additionally, economic support was also provided for the sick, the elderly, the disabled and other vulnerable groups. Employers were encouraged to utilize flexible work week arrangements and the use of technology in order to restore productivity and to keep persons employed. A COVID-19 Labour Market Task Force was established to examine the impact of the pandemic on workers and employers and to provide recommendations for labour market resilience. Thankfully, we have begun to see signs of recovery. The global services industry, the largest provider of youth employment, is on the rebound. The manufacturing sector has begun to show growth and the construction industry is on the rise, resulting in the establishment of an estimated 3,000 new companies. As we mark the International Year for the Elimination of Child Labour, we wish to thank, wholeheartedly, the ILO for its ongoing support as together we work to eliminate the scourge of child labour and reduce the high levels of informality. As I close, Mr President, we must put productive employment and decent work at the centre of our economic and social policies if we are to recover from this pandemic. Colleagues all, let us work together to bring this COVID-19 pandemic to an end. Thank you very much.

Mr Julien Yombouno

Government (Guinea)

Thank you, President of the International Labour Conference. Ladies and gentlemen, allow me to begin by conveying to you the warmest greetings of the Government of Guinea, in particular the greetings of our President, Colonel Mamady Doumbouya. Ladies and gentlemen, the Director-General's report emphasizes that, given all of the socio-economic challenges faced by LDCs today, it is clear that structural transformation has to be a priority for them if they are to achieve sustainable growth. Our priority is to work with the people of our country in order to forge a new era of democracy and progress for Guinea in order to allow the country that we love so much to benefit from its immense natural resources. We are committed to that, and our national council is at the helm of the work that we are doing in that regard. The Director-General's report also indicates that the ILO has done a great deal in seeking to help LDCs to overcome the challenges that they face. And we see that the ILO has refocused its standard-setting framework in order to take due account of the situation of different countries in the world. And we also see that Guinea has been able to ratify the ILO core Conventions thanks to the support it has received, and it is now taking steps to ensure that they can truly be implemented in practice. We need to bring our legislation into line with the provision of these Conventions, and for that reason, we intend very shortly to revise our labour code and our social security code. We intend to align them with international instruments to which Guinea is a party and to reflect new realities in the world of work today. The Republic of Guinea continues to endeavour to promote and consolidate social protection for all workers in the country. We wish to emphasize that we have made significant strides in that respect. We have promoted an occupational safety and health policy, for instance, in order to give effect to relevant ILO Conventions. Alongside that, we need to note that our country is working on a new framework for a national employment strategy and plan of action. The purpose of that being to create the best possible conditions to make it possible for us to enjoy full employment for all. The report also indicates how important it is to promote decent work. That being so, we need to improve our institutional, judicial and regulatory framework, and that is indeed a priority for the transitional government in Guinea today. Our government and development partners are doing their utmost to make the world of work more equitable and more inclusive. We want to see a fairer world of work in our country, a world of work that is based on social justice, on efforts to overcome inequalities and to promote social dialogue. Thank you for your attention.

Mr Carlos José Machuca Vidal

Employer (Paraguay)

President, I would like to cordially salute the President of the 110th ILC as well as the Director-General. I wish everyone the best of success for this meeting. The Director-General has given us a report referring to the LDCs, and it also refers to the various obstacles that the world of work is currently facing. The issue at hand leads us to a debate about the global crisis that we are currently facing caused by the pandemic, the war between the Russian Federation and Ukraine, the mass displacement of persons, the energy crisis, food and financial crisis, as well as many other fast changes and climate change and so on. Only one decade remains before the end of the Agenda 2030, and sustainable development is still far away so it will be very difficult to reach the 17 goals that have been established. However, we must make renewed efforts in

order to reach these goals, and 187 Member States must take part in this. We are also facing a large challenge in terms of the future of work, and we must look for new standards, initiatives, tools and guides that will allow us to make real changes in the labour market. It is very important, for example, that the private sector and public institutions be involved in this. Now, as employers, we would like to highlight the importance of the formalization of companies and of workers, especially in micro and SMEs, which represent approximately 80% of the population employed in Paraguay. The global crisis in Latin America and in my country has severely affected the GDP, and in 2022 there will be a growth rate of only approximately 0.2%. Finally, I would like to thank the ILO for its support on various projects. For example, via activities for employers and employers' organizations. Finally, I would like to say that we believe that the 110th ILC will channel the measures and the efforts made by all to recover from the current crisis and it will be done in a human-centred manner which will be inclusive and sustainable for all our countries. Thank you.

Mr Pablo Bobic

Employer (Chile)

Guy Ryder, Director-General of the ILO, delegates, the manufacturing and trade confederation of Chile feels that it is an honour to be able to participate in this 110th ILC in person after two years of having to do so at a distance because of the pandemic. We will take the opportunity to cordially salute the government representatives as well as the workers of our country, especially the Minister of Labour, Mrs Jeanette Jara. Today in Chile times are changing. Internally, in March, a new coalition took office, and it is currently drafting a new political constitution that will be the object of a referendum in September. Our economy is suffering because of the costs incurred by the crisis generated by COVID-19. On the other hand, we can also feel the consequences in terms of international trade that are due to the shameful war that is currently occurring on the soil of Ukraine. Together with the global economy and financial imbalance caused by the pandemic, the inflation caused by the world will have a severe impact on Chile for several years. However, in Chile we are also going through complex social times. There is a mixture of hope and expectations from many people in the population. And on the other hand, there is also fear that it takes on some extreme forms. So, in the world of work and in terms of social security, the new government has launched a process that aims to generate a reform that will focus on the length of the workday. It will have an impact on both companies and on individuals. Other reforms that are aimed at are, for example, the tax reform, and the President of the Republic will announce this legislative path for the tax reform in June. We also hope, from the viewpoint of companies, that the tax reform will be positive. We have presented our diagnosis of this reform in a responsible fashion, and we have made proposals that are focused on sustainable development for the country, giving priority to social mobility and the reduction of poverty. We also aim at the effective fight of tax evasion and avoidance. As to pensions and the reform concerning pensions, businesses have also participated in 16 meetings in various regions that are covered by the programme. And on 8 June we will be focusing on a discussion about better pensions for the workers of our country as well as one that respects the savings made through the efforts of the workers. Within the framework of the ILC, we would like to invite the workers of our country as well as the Government to persevere in bipartite and tripartite dialogue. Indeed, the constitutional referendum and other political events, whether they be on the economic or social level, will be a historic experience

for our country, and we do hope that we will achieve some fruitful outcomes. Thank you very much for your attention.

Mr Apostolos Xyrafis

International Association of Economic and Social Councils and Similar Institutions

I urge you to give essence to the main goal no one must be left behind. And despite the progresses that have been made, we are still not there. Decent work underpins the development process. Recognizing this, the international community has made decent work a global goal by including it in the Sustainable Development Goals along with inclusive growth. In this regard, the implementation of the ideas and principles of the social and solidarity economy often occur as an alternative to neoliberal globalization and a possible path to an inclusive and sustainable type of society. Social and solidarity economy actors are in the pole position in proposing the goal of inclusive growth and decent work as they follow economic objectives but in parallel they follow societal and environmental objectives. It is about placing people at the centre of the economic activity, at the centre of the economic system and providing markets with an instrumental role in the well-being of all people. The AICESIS is a leading platform uniting social and economic councils and similar institutions with a great capacity to strengthen the effectiveness of social and solidarity economy actors and fostering social dialogue. Involved in the ILO and ECOSOC activities, the AICESIS has become a liaison point for many social and solidarity economy actors, fostering the very development of the social and solidarity economy principles and promoting the ideas and ideals of civil solidarity and social integration. All in all, the advancement of the social and solidarity economy in promoting decent work and long-term inclusive growth requires new kinds of collaboration, new paths for consensus building ceteris paribus [vgr INAUDIBLE] 3:38]. Bipartite, tripartite or tripartite+ social dialogue mechanisms are contributing in this great picture, in this great objective, and AICESIS also tries to bring together, build bridges amongst society worldwide. AICESIS seeks harmony and contributes to global understanding. Thank you very much.

Ms Susan (Sue) Longley

International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations

Thank you, President, delegates, sisters and brothers from the Workers' group. The IUF, as the global trade union representing workers in agriculture, welcomes the recognition in the DG's report on least developed countries of the importance of the agricultural sector. It is a sector facing many challenges. It is one of the most dangerous industries to work in alongside mining and construction, and it is the biggest user of child labour with 70% of all child labour taking place in agriculture alone. The IUF therefore wholeheartedly supports the inclusion of occupational safety and health as a fundamental principle and right at work. This is important for all our sectors. However, realizing this right for agricultural workers will be achieved quicker if governments ensure that agricultural workers can exercise their right to freedom of association so they can come together to drive forward these much-needed improvements in safety and health. The IUF also welcomes the recently adopted Call to Action from the Durban Global Conference on the Elimination of Child Labour and its recognition that commitments to end child labour in agriculture must be stepped up. However, we now need an urgent discussion on how to implement those

commitments and the action points from Durban, otherwise global targets for achieving the elimination of child labour will not be reached. We call on the ILO to take the lead in convening this discussion. The importance of the agricultural and food sectors are now being brought sharply into focus by the increasing pressure on world food supply and the severe food shortages already affecting some LDCs. Many of these shortages are caused by mankind. War, violence, repression and the climate crisis all undermine the right to food. The DG, in his opening speech, reminded us that lasting peace depends on social justice and that the achievement of social justice depends on peace. Those who resort to war deny social justice, and those who obstruct social justice endanger peace. We express our full solidarity with our sisters and brothers in Ukraine. Putin's war against Ukraine must be condemned globally and demands for peace strengthened. Finally, while much of the world's attention is focused on Ukraine, we know that there are too many countries where there is no peace or democracy. It is right, for the second year running, that the ILO has rejected the credentials of the Myanmar military government. Repression in Myanmar continues to escalate. We condemn the military regime's decision announced on 6 June to carry out death sentences on four political prisoners. We must continue to maintain international pressure on the Myanmar military junta and ensure that there is peace and democracy in Myanmar. Thank you, President.

Ms Haldis Holst

Education International

Distinguished delegates, my name is Haldis Holst, Deputy General Secretary of Education International, the global union federation of more than 32 million teachers, academics and education support personnel. The Report of the Director-General must be read with the pandemic in mind. We know first-hand that workers and their unions have struggled and suffered. In the education sector, COVID led to school closures, dramatic changes in how and where teachers were expected to work and to dismissals, often without social dialogue or respect for labour rights. The meeting of the ILO/UNESCO Committee of Experts on the two teacher recommendations, the CEART, held in October and presented to the Commission of Standards today, stresses issues of precarity and requests "more structured and democratic mechanisms to hear the voice of teachers and their representative organizations in relation to their evolving and increasingly precarious employment and working conditions, as well as emerging challenges affecting professionalization that have resulted from the COVID pandemic." Last year, Education International and its affiliates successfully participated in a hybrid ILO sectoral meeting on the future of work in education. Its conclusions describe quality education that is accessible and equitable as a fundamental human right and a public good. The conclusions are strong concerning social dialogue as crucial to the establishment of education policies and to ensuring decent working conditions of education personnel; for the need for professional autonomy and training and lifelong learning opportunities for educators; for technology-mediated education that responds to access and to challenges in the digital transformation of work, including developing appropriate privacy and personal data protection measures; privatization, where governments are invited to strengthen governance and regulation of private education providers. Teachers are leaders in their communities. They promote critical thinking, human rights and principles of democracy. In schools, they fight against school-related gender-based violence, bullying and corporal punishment. EI was represented on the drafting committee for the adoption of ILO Convention 190, and we are encouraged that 14 countries already have ratified it. During this ILO

Conference, EI welcomed the rich discussions at the ILO Committee on the Application of Standards, although we regret the absence of the examination of Jordan and the Philippines. We can see from the apprenticeships standard-setting discussion that without publicly funded TVET infrastructure it will be impossible to establish the apprenticeships we need. The ILO constituents have a crucial role in ensuring a Convention that supports high quality TVET institutions. Finally, I would like to commend the work of the ILO to end child labour through acting on the universal right to education and reinforcement of social protection mechanisms. Programmes involving education unions in 13 countries, through an area-based approach, show the success of initiatives combining quality teaching and community involvement. Thank you.

Mr Maxime Legrand

International Confederation of Executive Staff

Dear President, it is a great honour to participate in the plenary committee of the International Labour Conference on its 110th Session. It is as President of the Confédération Internationale des Cadres, International Confederation of Managers, that I will address myself to you today. This year is marked by yet another gruelling challenge for humanity. The resurgence of war in Europe holds catastrophic consequences on our societies, our economies, and especially on the oppressed population that are paying the price of this war every day. The current situation is urging our governments to preserve strong democratic values and to establish peace across all continents once and for all. In addition, our world is now trying to mend the effects of the pandemic. The crisis that emerged soon after the first COVID outbreak showed how dependent we are on the many jobs along the international supply chain, a good part of which are often difficult, precarious and low-paid. Now, more than ever, employers must rethink old models and economic patterns and find new solutions to ensure that work pays adequately and respects those who perform it. Decent work is key to ensuring the engagement of all individuals in our society. We believe a meaningful representation of all parties of our society will guarantee balance in the world of work. To make this possible, significant cooperation between all active forces is necessary. A transparent and open social dialogue must be one of the top objectives. This must be the main tool to allow employers and workers to better react to and understand the issues brought by this crisis and find suitable solutions sustainably in terms of financial feasibility, attention to the environmental footprint and promotion of working and living conditions. Among such new models, social economy applications represent a promising avenue for economic empowerment and societal progress for all. Employers, workers and precisely managers have the responsibility to make decisions in this fast-changing international context. This is why we must make sure that the role of managers as mediators between the different economic actors is acknowledged and made possible by policymakers. It is the essence of their work, no matter the sector they are in and the role they are asked to fill. Moreover, it is essential that all governments acknowledge the current reality and make sure that managers and workers are involved in finding new solutions to overcome these challenges. I thank you for your attention and wish you a fruitful discussion.

Ms Rosa Pavanelli

Public Services International

The COVID-19 pandemic is not yet over, and we are already looming in the face of a new crisis spurred on by the war in Ukraine and a rampant inflation that is affecting many countries in the developed and developing world alike. The ILO Director-General's report to the Conference warns that a food, energy and financial crisis is approaching. This scenario will also lead to a new refugees and migration emergency and a climate catastrophe that will affect all countries. In reality, we do not need to wait for future events to happen as we are already in the middle of a global structural crisis of the neoliberal economic model that is responsible for the obscene growth of inequality, injustice and poverty and for the irreparable damages to our planet. This is no longer acceptable nor sustainable. Corporates that made huge profits at the expense of workers' and people's rights are to be held accountable for the multi-layer crisis we are facing. Make-up solutions to the current economic system will be insulting for billions of working people. It is time to act decisively for a change of paradigm that introduces a 25% global minimum tax for multinational corporates; a tax on wealth and extra profits; ends the decades long globalized and delocalized supply chains that led to the current race to the bottom for workers' rights and wages and showed to fail in emergency situations; reviews cooperation and free trade agreements, including the international intellectual property protection system; stops the greenwashing hypocrisy and resolutely addresses the energy transition as well as the protection of natural resources and commons. The pandemic taught us that health, care, education, water and sanitation, transport, energy and food are essential for a safe and sustainable development. Let us stop austerity measures leading to privatization and profit over human beings and invest more in public services and protection of natural resources and environment. Recovering the role of states and multilateralism to end their capture by corporates is essential to increase the scope of human rights, protect workers' rights and achieve gender equality once and for all. This is also the only way to create an alternative to the belligerent narrative and the dangerous race to rearmament we are witnessing in these days. If not, the future of every single human being will be at risk. In the end, it was not the robots that were going to threaten the future of work but much more well-known causes. The same ones that have already been identified more than a hundred years ago when a group of visionary leaders decided to set up the International Labour Organization as a global remedy to insecurity, humanitarian, political and economic concerns derived from war and its social and economic costs. Is the ILO up to the task this time? The new Director-General will have a titanic task to rethink and reposition the role of the Organization and make sure it fulfils the premise that reads "Whereas universal and lasting peace can be established only if it is based upon social justice".

Mr Matias Cremonte

Asociación Latinoamericana de Abogados Laboralistas

Congratulations for his leadership over the years, and we would also like to congratulate the new Director-General and wish him all the best for the upcoming term. Now, the tragedy of the pandemic has clearly made it clear that workers form the basis of capitalism. All the debates on the future of work and the use of technology have lost power in the face of the evidence that without the workers nothing works. For example, they are the ones who go to the food plants, they are the ones that work

in the health centres, clean the streets, operate public transport, distribute products purchased on platforms, do the care work and so on. The fact that humans are at the heart of the economy has not been accompanied by appropriate protection for them. Indeed, insecure jobs are on the rise, and many jobs are lost. Capitalism is responsible for these results in large part of course, but the states are the ones that should guarantee the effectiveness of protection laws for the workers. The model of minimum standards is currently being eroded. Practically a whole century after the beginning of the First World War, we are seeing countries that are competing for their markets and providing insecure jobs, reducing salaries and increasing the work day. Trade wars have paved the way to the greatest tragedy of the 20th century. In Latin America, regressive labour laws, like the one in 2017 in the largest country of South America, have taken place. In any case, these capitalistic processes have led to persecutions of trade union leaders, the stigmatization of collective action, attacks against labour justice and labour law. For example, the Director of ALAL, César Landelino Franco López, was the victim and he was the object of unprecedented persecution from the Government of Guatemala. Today the Committee on the Application of Standards is the object of many accusations from this country by trade unions who accuse the Government of violating freedom of association and collective bargaining. Now, with the disaster of the war, we can see that food prices are rising, and this is disastrous too. It will increase impoverishment and hunger. Now the current war in Europe, the pandemic and the financial crisis of 2008 made it very clear that the main victims of such occurrences are always workers. Capitalism and profitability always win over low salaries and exploitation. The working classes and their organizations play a fundamental role in the defence of humanity and in world peace. Decent work is fundamental and recovery is necessary. Fair salaries must be awarded for a decent life for most of the global population that is composed of people who only want to survive. Indeed, trade unions need freedom of action and of thought, and today we need this more than ever. The right to strike is one of the most efficient weapons ever, and that is why it is attacked by capitalism. Thank you very much.

Ms Xaro Nomdedeu

Trade Union International of Pensioners and Retired Persons

Yes, I would like to say that I am intervening here on behalf of the UIS, the global retired trade unionist federation. It is the only global organization that defends retirees from the public sector that are over the age of 60 so that they may have decent lives after decades of work. In fact, our organization was born in 2011 by a decision at our 16th congress. It is closely connected to the fight between the classes that was pushed forward by the FSM, and we signed some agreements at the 18th congress of the federation that took place in Rome. We are an umbrella organization for workers in the later stages of their working lives as well as passive workers, and we have fought for decades as active workers. We are a cross-cutting structure, and our trade unionists come from all the different manufacturing and services sectors. We continue to fight one of the most important fights for trade unionism, waging a class war, and we have done so since the ‘40s. We are anti-capitalist, anti-patriarchalism and anti-imperialist. We would like to see the working classes achieve the aims of the Bolshevik Revolution. We would like to remind you that some of the most important laws of the USSR were the generalization of the right to pensions for all, including, for the first time, for farmers and for women who had only done domestic work. We all know that there is a great deal of exploitation in most countries of the planet, and if we do not destroy the capitalist patriarchy and we do not build equalitarian societies, we will not achieve

these aims. We have to stop imperialist wars, and this is the only way forward. These have happened in the past, in the present and will happen in the future. We are currently preparing our third congress, which will take place either in Asia or in Africa. We have already performed our second regional conferences in America in Cuba, in Africa in Burkina Faso, in Asia in India and in Europe in Monaco, in the Arab countries in Syria and in the ex-USSR countries in Moscow. All of those were virtual, digital and present. The privatization of pensions is a new way for capitalism to perform a systemic destruction of the system. As Karl Marx said, inflation, which we can see now, is something that is terrible and confirms that capitalism is wrong. With private money, social security for salaried persons suffers. There is a great deal of public money that has been accumulated in private banks on the planet. In the UIS, we make it clear that we want to fight for the working classes, for formal and informal employment, and we want active and passive workers to be included, and we want to stop the unjust distribution of wealth that is increasing today. And we would like to say long live the proletariat, long live the international trade unions, and the working classes will win. Thank you very much.

Mr Walter Merkis

Confederación de Trabajadores y Trabajadoras de las Universidades de las Américas

Thank you very much. The university trade unions movement would like to say that most of the people who have been most affected in the higher education system by the impact of the pandemic are the students. Most of them have not been able to go class anymore, and many of them have dropped out of their courses. At some point or other, they had to adapt to the new situation. And a lot of them had no means. They could not access the online classes and they had to do telework and they did not have any previous training. A lot of the time they did not have their own financial means, and they had to take on family obligations that involved care, and this affected mostly women. In a situation of emergency, that meant that their labour rights were violated. At the same time, we can see that in many sectors some telework was able to take place. This was done in difficult conditions and often with inappropriate means or protocols, such as, for example, those who worked in the university hospitals. Indeed, they faced some very difficult times during the pandemic, and they helped the national systems of health as well as the local ones. A few days ago, we participated in the third world conference on higher education of UNESCO, and we do have high expectations for the conditions of work and employment in the post-pandemic world. We would like the SDGs to be achieved. It is completely incomprehensible that people should believe that higher education systems should be able to be created without decent coverage, without taking into account the current challenges and guaranteeing decent working conditions for its workers. And that is why we would like to insist here that a global report be issued on the situation of administrative personnel in higher education. This is something that we agreed on in the world dialogue forum on the conditions of employment in higher education that took place in 2018. Now non-teaching staff, administrative staff and so on are discriminated against in the protection of their labour conditions, and they were excluded of the recommendation of the ILO and UNESCO concerning teaching personnel of 1966. So we must also say that we feel very concerned about the problems that are occurring in the sector and that it is suffering from threats that, for example, put at risk the autonomy and the independence of universities. Indeed, higher education should be a public good and public workers in universities should be respected as public and social work. So finally, I would like to say that our President, Agustín Rodríguez Fuentes, as well as our general coordinator,

José Olvera, as well as Alberto Geraiges, who all died in 2021, will be present forever in our memories. Thank you very much.

Ms Paola del Carmen Egúsquiza Granda

Worker Vice-President (Peru)

Thank you very much. Distinguished delegates, we have now come to the end of the ninth session of the ILC, and I would like to thank you very much for participating. Tomorrow, once the summit is over, we will move on to the approval of the reports from the committees. I would like to thank you very much for your attention. The session is now closed. Thank you.